

2017 State Energy Workforce Consortia Accomplishments

**MidAtlantic Region**

**Virginia:** Virginia Energy Workforce Consortium (VEWC) continues to work on creating energy career pathways in the state. The updated 5-year strategic plan was implemented in January with a focus on structure and support, workforce planning, career awareness and communications, and implementing education pathways.

In March, the VEWC co-hosted an Energy Workforce and Educational Pathway summit with the Virginia Nuclear Energy Consortium and the Virginia Community College System. The summit included a keynote address from Dominion Energy’s Chief Innovation Officer and three panels of speakers addressing the state and future of the energy industry, workforce and talent pipeline development best practices, and educators addressing the importance of career and technical education and pathways. Approximately 100 educators, industry representatives, and state and government officials were in attendance. Recommendations as a result of the summit include pursing a 17th Energy Cluster and more postsecondary energy pathways, certificates, and degrees across Virginia’s community colleges.

Led by Dominion Energy, Washington Gas, Pepco, and Electric Cooperatives in the northern part of the state, the VEWC partnered with Goodwill of Washington, DC, to offer an Energy and Utility Skilled Trades (EUST) job training program for clients of Goodwill. Included in the training were parts of EIF and the GIE Math Bootcamp. 21 individuals completed the course, and 8 were hired by the end of Q3 2017.

VEWC has 6 high schools in the state that are offering the Energy and Power certificate course (EIF), with interest from 3 other schools to begin offering the course in 2018–19. This is up from 2 schools who were offering the course this time last year. There are 3 community colleges who are offering an Energy Technology Career Studies Certificate (CEWD Introductory Core Curriculum), with another offering a Renewable Energy Technologies Career Studies Certificate focusing on solar and consisting of a similar core curriculum.

VEWC members also launched a Natural Gas SkillBridge program led by Virginia Natural Gas in partnership with Tidewater Community College. The first cohort had 6 military personnel participate, with all 6 receiving interest and offers from employers.

In October, VEWC members across the state participated in Careers in Energy Week. Activities included social media communications, employers and educators partnering to conduct class room visits and tours of employer sites and facilities, distribution of CEWD’s Careers in Energy Week materials, strategic discussion between organizations for future program implementation, and more.

**Midwest Region**

**Illinois:** The Illinois Energy Workforce Consortium (IEWC) has had an active 2017, culminating in a number of activities related to Careers in Energy Week. The IEWC received a [proclamation](http://www.cewd.org/toolkits/CareersWeek/2017/Illinois-2017GovernorProclamation.pdf) from Governor Bruce Rauner proclaiming October 16–20, 2017, as Careers in Energy Week. The IEWC repeated its successful contest for teachers for the third year, encouraging them to discuss energy careers with their students. They have added Twitter as a means for teachers to enter the contest. Blast emails were sent to Illinois Department of Education - Education for Employment Regional Delivery System Directors, [Energizing Student Potential](http://www.need.org/esp) program participating teachers, Energy Learning Exchange teacher list, Nicor Gas and IEWC member schools’ lists, and Nicor Gas energy SMART Elementary Education Program teacher participants (past and current).

**Indiana:** The CEWD industry members with customers in Indiana met virtually in mid-August to discuss the state of the Indiana Energy Consortium. Their consensus was unanimously in favor of continuing to collaborate as a state energy consortium. The conversation focused on the need for entry-level and journeyman lineworkers. Time and availability were issues identified for maintaining continuity of a state-level effort. The group agreed to plan a virtual meeting in 4th quarter 2017 and as part of the meeting to invite operational leaders to participate in the planning.

**Iowa:** The Iowa Energy Workforce Consortium (IEWC) became fully operational during 2017 with active leadership from its founding members: Alliant, Black Hills, MidAmerican, CIPCO, and IAMU. Three task forces were formed and are actively working to address workforce demand, education supply, and career awareness. The IEWC successfully secured a grant from the Iowa Department of Education to develop an Energy Career Pathways document for use in helping students understand the opportunities in energy. The career awareness group is moving toward development of a website for IEWC. Jeff Gust with MidAmerican has succeeded Wayne Reschke of Alliant as the IEWC Executive Sponsor. Iowa celebrated Careers in Energy Week with a number of events. Governor Kim Reynolds signed a proclamation declaring October 16–20, 2017, as Careers in Energy Week at the Iowa Statehouse surrounded by energy sector employees and advocates.

**Kansas:** Amid a pending merger of Kansas City Power and Light and Westar Energy, the KEWC continued to stay informed virtually and transitioned leadership in 2017. Patrick Woods, Westar, and Cassie Bailey, Wolf Creek Generating Station, assumed chair and co-chair roles for the consortium and led a call with members in September to define priorities for 2018 and plans for Careers in Energy Week. The two priorities for 2018 are to use the data coming from the CEWD Pipeline Survey to understand the demand in Kansas and to promote the new STEM pathway in Kansas to drive more students toward careers in energy. Kansas Governor Sam Brownback signed a proclamation for Careers in Energy Week surrounded by students from Santa Fe Trail High School and Topeka Public Schools. Consortium members hosted Careers in Energy Week events and hosted Electrify Your Future programs for high school students.

**Michigan:** Building on the momentum created by the MEWDC in gaining approval for a 17th career cluster in energy, the group made significant progress during 2017 in building talent pipelines for gas and electric lineworkers. Partnerships with Detroit Public Schools, Oakland Schools, and others solidified the state’s pathways into postsecondary programs and apprenticeships and internships with the two primary industry partners, Consumers Energy and DTE Energy. Governor Rick Snyder signed a proclamation for Careers in Energy week, and Consumers Energy, DTE Energy, and the Lansing Board of Water and Light hosted tours for local career and technical education students and Jobs for Michigan Graduates participants.

**Minnesota:** The MEC met regularly during 2017 and reviewed industry and state game changers in September as a step toward revisiting the strategic objectives in its strategic workforce plan. The MEC is continuing to partner with Xcel Energy to support students in the Legacy I3 Initiative, which had its first student graduation. Six E3 workshops were held for Minnesota teachers. The MEC was also very active for Careers in Energy “Month,” including a proclamation signed by Governor Mark Dayton, industry open houses, and road shows to schools.

**Missouri:** Ameren’s leaders are preparing a virtual “kick-off” meeting with other Missouri industry members in December to organize a face-to-face meeting of the Missouri consortium in 1st quarter 2018. The purpose of the meeting will be to establish the consortium, review the latest workforce data from CEWD, and begin to develop a strategic plan.

**Nebraska:** The NEWC completed its strategic plan in June and has made progress with its two task forces: education and careers awareness. At its September meeting, the consortium heard a presentation about the Legacy I3 Initiative underway at Omaha Public Power District; the consortium is looking at opportunities to engage with students for internship and hire opportunities. The consortium sponsored a number of activities related to Careers in Energy Week, including career-related workshops for girls and boys at OPPD’s Elkhorn Service Center and a Utility Career Day at NPPD’s York Operations Center. Nebraska Governor Pete Ricketts signed a proclamation. NEWC held another meeting in December.

**North Dakota/South Dakota**: The Dakotas Energy Workforce Consortium (DEWC) met regularly in 2017, working on strategies for workforce planning and career awareness during its April meeting and reviewing progress against those at its August meeting. For Careers in Energy Week, governors of both North Dakota and South Dakota signed proclamations, and a joint team from Bismarck State College, Northwestern, Black Hills, and MDU coordinated a number of events for students during the week. At its August meeting, the DEWC decided to work on strengthening its career awareness activities with the South Dakota Counselors Association and have submitted an application to the SDCA’s Call for Programs in spring 2018 to present on the energy industry.

**Ohio:** No activity to report.

**Wisconsin:** The WEWC has been active throughout 2017, beginning the year with a revisit of its strategies for its demand/supply and career awareness/diversity task forces. As a strategy to further strengthen the sustainability of the consortium, the Executive Committee undertook a process to understand the benefits of forming a 501(c)(3), conducting benchmarking with state consortia that have nonprofit status. In 3rd quarter, the full consortium voted to move forward in forming a 501(c)(3), which is expected to be complete in early 2018. The consortium conducted a number of Careers in Energy Week events throughout Wisconsin, beginning with a kickoff and Governor’s Proclamation at Moraine Park Technical College in Beaver Dam on October 19. Vern Peterson, WEC Energy Group, will succeed Wayne Reschke as Executive Sponsor in January.

**Northeast Region**

**Connecticut:** In 2017, the Connecticut Energy Workforce Consortium focused on implementing its Strategic Plan developed in 2016 with the assistance of CEWD. Several Committees have been established and developed plans to achieve stated objectives. These include: Executive Committee developed By-Laws; Education Committee engaged academic partners; Business Community Committee supported open dialogue among the business, industry, and workforce development communities; and Policy Committee has kept abreast of new and pending legislation. Full engagement of members ensures all are informed of activities underway and identified collaborative opportunities to address new items. Members have also benefitted from participating in CEWD Regional and Nation Summit meetings and reporting their findings upon return to the Consortium. The Consortium continues to offer a unique platform to exchange information and ideas, and remains committed to complement (not compete with) work done by others concerning workforce development in the state.

**New York:** The New York Troops to Energy Jobs Consortium has hired a total of 70 veterans through October 2017. The companies on the consortium work together to represent the industry at all career fairs across the state. The consortium has ordered jackets with the Consortium logo for each of the consortium representatives, and they walked together in the Veterans Day Parade in New York City with a large Consortium Banner. The Natural Gas Bootcamp at Fort Drum graduated its 3rd Cohort on October 20, 2017. Several Careers in Energy Week activities included:

- Central Hudson hosted a site visit for the Mid-Hudson Career Consortium on October 30. We tried to do it during the actual week, but due to other events occurring it was not possible. The Mid-Hudson Career Consortium includes SUNY New Paltz, Marist, Vassar, Bard, Mt. St. Mary, the Culinary Institute of America, and the community colleges. The visit for the students included presentations from our employees about their department, their career paths, and the areas of opportunity for jobs and internships. Special invitations went out to the Veteran Resource Group members from SUNY New Paltz.

- National Grid participated in 6 veteran Career Fairs and three Workshops. National Grid participated in Careers in Energy Week in three locations: Millbury, MA, Liverpool, NY, and Melville, NY. During this week, we celebrated our workforce who works diligently each day to provide our nation with energy, a vital service, while also showcasing the industry’s rewarding career options. The experience provided high school students with the chance to get up close and personal with the utility equipment used in our cities and towns. The students learned about National Grid and the many technical and engineering career opportunities available to them. They got to take tours of the Learning Center and to touch and see various equipment and tools. [Click to read](https://us.ournationalgrid.com/news-article/energizing-our-youth-for-careers-in-energy-week/) one of the articles published in our external website.

**Northwest Region**

**Oregon:** Oregon is going through re-evaluation and is currently inactive, following several retirements at Portland General Electric. They are leaning toward working with Washington on a regional consortium.

**Washington:** Washington is being led by the *Pacific Northwest Center of Excellence for Clean Energy*.

**South Region**

**Louisiana:** In 2017, the Louisiana consortium increased its impact by actively engaging numerous employers (Entergy, CLECO, 3 municipal/co-ops, and 9 large contractors) to focus on a lineworker workforce development pipeline. The employer team engaged the community college system and workforce commission in Louisiana to develop a certified line worker program. The new program, initially offered at two specific colleges, will launch in January 2018. The consortium developed their structure and support pillar and initiated strategic planning activities to identify future pipeline development needs.

**Southeast Region**

**Carolinas:** The Carolinas Energy Workforce Consortium is currently in the development stages. Several strategic planning discussions have been held with the utilities from both North and South Carolina.

**Florida:** The Florida Energy Workforce Consortium (FEWC) is committed to building and sustaining diverse talent pipelines between the energy sector, supporting industries, and academia. The executive committee members are Kristie Kelley of Gulf Power (Chair), Marlin Vaughn of Reedy Creek Electric Utilities (Chair-Elect), John Havlik of NCCER (Career Awareness), and Maureen Capp of Palm Beach State College (Education). Betsy Levingston of Lakeland Electric continues to serve the Executive Committee as the Immediate Past Chair and Dale Calhoun of FNGA is the Member-at-Large. Lindsay Silveus, administrative assistant, provides support to the organization. This year, FEWC more than doubled its membership and now has over 20 active partners to become a thriving 501(c)(3) organization.

For the third consecutive year, the Career Awareness committee held a video contest, “Did You Know: Facts About the Energy Industry,” targeted to secondary students. The committee received numerous entries and the winner was West Florida High School (Pensacola). The Career Awareness committee also developed FEWC’s first aluminum welding sculpture contest to commemorate the consortium’s 10th anniversary. Entries were received from across the state and the winning sculpture was from Valencia College (Kissimmee). During Careers in Energy Week, the Consortium held student/parent open house events in 3 separate locations across the state: Clewiston (Southcentral FL), Hialeah (Miami), and Niceville (Panhandle). Over 190 parents and students attended in total, with combined exhibitors exceeding 30 in number!

FEWC continues to support to Science, Technology, Engineering, and Mathematics (STEM), as well as Career and Technical Education (CTE) teachers in Florida. The Education Committee hosted the largest joint Florida Energy Teachers’ Network (FETN) and General Membership meeting in the summer of 2017. More than 50 middle and high school teachers, higher education administrators and faculty, and industry partners convened to learn about energy programs offered at Florida’s higher education institutions, along with workforce and economic development trends in the energy industry.

Additional information about the organization can be found at [http://fewc.org](http://fewc.org/) or [http://www.getintoenergyflorida.com/](http://www.getintoenergyflorida.com/%22%20%5Ct%20%22_blank).

**Georgia:** The Georgia Energy and Industrial Construction Consortium (GEICC) 2017 calendar has proven to be another successful year with our statewide footprint and participation from our members at an all-time high. [Click](http://www.cewd.org/Documents/GEICCAccomplishments2017.docx) for a summary of their accomplishments during the year. Below are some highlights:

GA Career, Technical & Agricultural Education Statewide Conference

* July 10th - The GEICC-sponsored workshop, presented by Sheree Sturgis, Director of HR – Southern Operations, Southern Company Gas, focused on careers in the natural gas industry and employability skills.

Hosting GEICC Annual Golf Tournament

* May 24th - GEICC hosted its 7th annual golf tournament with 160 golfers in attendance. Funds raised support the GEICC pathway support programs, scholarships, and GEICC activities like the Career Expo Skills USA conference. Lieutenant Governor Casey Cagle attended the tournament opening ceremony and served as our honorary chair. Net revenue was approximately $15,000.

Organization and Structure

* Pike Electric has joined the consortia as a dues-paying member, bringing our total to 13 members. These members represent every utility in the state (IOU, EMCs, Municipals, and Gas providers), as well as K–12 and technical education. Membership meetings continue to draw between 50–70 attendees.

GEICC has partnered with the Georgia DOE to develop the Energy Pathway playbook to serve as a guide and timeline for any school interested in starting an energy pathway. This document will provide them with all of the necessary steps to ensure that they partner with their local utilities, the GA BOE, GEICC, local workforce development and chamber of commerce partners, as well as local educators. Information will include cover curriculum, certification, cost to implement, classroom/lab equipment needs, anticipated cost, and design.

**West Region**

**Arizona:** The Arizona Energy Workforce Consortium is going through re-evaluation and is currently planning to start meeting again in early 2018. There are three major employers remaining from the ASC-GIEC federal grant experience as well as four community colleges that continue to network as needed on workforce development needs and techniques. A request from Michigan’s EWC to benchmark ASC-GIEC’s great work was successfully completed in January 2017. A best practice document for plant operator and I&C Technician pipeline work between TEP and NPC (Springerville PP) was completed in February and posted in the CEWD April/May 2017 newsletter. Southwest Gas worked with Estrella Mountain and Pima Community Colleges to move and standardize a gas technician program at both schools. Palo Verde Generating Station, Estrella Mountain Community College, and the Western Maricopa Education Center (West-MEC) are in their second year of providing support help to advance education in the career and technical fields for high school students and adults. These groups provide programs and career training for secondary and postsecondary education that deliver industry certifications.

**California:** The California Energy & Utility Workforce Consortium are working to complete their 2017 goals. Those included new launch dates for the Careers in Energy contest, leveraging technology to improve quarterly face-to-face consortium meetings (north and south meetings linked through internet tools), starting a workforce plan for the state, working on establishing a prototype for a military outreach/bootcamp-type training for current service people (skills bridge), and a commitment to start building a strategic plan. The consortium is still managing through a large number of member turnover. The consortium completed the Careers in Energy Week contest on time and awarded the prizes to the winners.

**Colorado:** The Colorado Energy Workforce Consortium​ (CEWC) met monthly on calls and had quarterly face-to-face meetings. In April, the employer group decided that they needed time this year to work on a few initiatives independent of the educators but have kept the educators connected through quarterly calls. CEWC developed a 2017 focus/goal to increase hiring persons with disAbilities. They continued to leverage the CO Labor and Employment Department and met in March to “lunch and learn” more about hiring this demographic, then hosted a disAbility recruiting event in August, where three utility partners (Xcel, Tri-State, and BHE) spoke to the group about their respective organizations. They also had one-on-one meetings with individuals who were in attendance at the event. One individual in attendance went online to Xcel Energy’s employment website. Colorado Springs Utilities hosted a disAbility forum in early October and will host a disAbility recruiting event later in October. ​They completed all their defined Careers ​I​n ​​Energy​ Week activities.

**Nevada:** The Nevada Consortium began forming in August 2017. The CEWD member utilities (Southwest Gas and NV Energy) met with the Nevada workforce system leaders (NV Workforce Connections) to map out potential career awareness activities and discussed broader consortium membership outreach. They are currently planning an employer outreach meeting for the 1st quarter of 2018.