

Structure and Support

<i>Develop a consortium strategic plan</i>		
<input type="checkbox"/> Develop common purpose and objectives for consortium	<input type="checkbox"/> Develop annual action plans, goals and accountability <input type="checkbox"/> Identify demographic focus and in demand jobs	<input type="checkbox"/> Develop a 3-5 year strategic plan for consortium activities <input type="checkbox"/> Develop a funding strategy to support planned activities
<i>Define leadership and consortium organization structure</i>		
<input type="checkbox"/> Select chairs and leadership group <input type="checkbox"/> Develop a membership list of current and potential members <input type="checkbox"/> Develop a consortium charter	<input type="checkbox"/> Develop roles and responsibilities for consortium members <input type="checkbox"/> Assess need and develop standing committees <input type="checkbox"/> Develop a membership policy	<input type="checkbox"/> Assess need for membership dues and implement findings <input type="checkbox"/> Assess need to form legal entity and implement findings <input type="checkbox"/> Perform annual assessment of consortium strengths and areas for growth
<i>Communicate consortium initiatives with all stakeholders</i>		
<input type="checkbox"/> Use the Groupsite Community of Practice for organizing consortium material <input type="checkbox"/> Attend CEWD events (quarterly calls, National Forum, Regional Meeting, Annual Summit) to share best practices <input type="checkbox"/> Submit annual accomplishments to CEWD	<input type="checkbox"/> Develop schedule of meetings and planned agenda items <input type="checkbox"/> Develop a consortium newsletter <input type="checkbox"/> Contribute best practices to the CEWD newsletter <input type="checkbox"/> Develop Consortium branded material to use in marketing efforts	<input type="checkbox"/> Develop a consortium website <input type="checkbox"/> Publish articles and best practices about consortium activities in state and local press <input type="checkbox"/> Provide representatives to speak on CEWD webinars and/or at the Annual Summit <input type="checkbox"/> Launch a Get Into Energy (STATE) career awareness site

Create mutually beneficial alliances with organizations that support and advance consortium initiatives		
<input type="checkbox"/> Identify education institutions and state level government agencies for potential partnerships <input type="checkbox"/> Identify potential alliances with other state associations, contractors, or industries that will support the consortium goals <input type="checkbox"/> Research how education and workforce systems are organized in state and present to consortium members <input type="checkbox"/> Identify key contacts are at the state level in education system as well as the community college and university system (E/M, S, PS)	<input type="checkbox"/> Invite potential partners to present at a consortium meeting <input type="checkbox"/> Develop partner roles and responsibilities <input type="checkbox"/> Develop a matrix of industry partners on education advisory councils and workforce boards	<input type="checkbox"/> Implement plan to collaborate with education, workforce and pipeline organizations at the state and local levels <input type="checkbox"/> Develop a visible state presence; speak at state events related to energy <input type="checkbox"/> Place consortium members in key roles in state education and workforce committees and boards
Assess the impact of energy workforce needs on education and workforce policy and communicate to consortium members and partners		
	<input type="checkbox"/> Invite State Education and Workforce leaders to present policy issues at consortium meeting <input type="checkbox"/> Review legislative agenda for education and workforce policy issues	<input type="checkbox"/> Build awareness among policy makers of the need for energy workers <input type="checkbox"/> Develop position and provide talking points to consortium members for presentation to company governmental affairs representatives.

Career Awareness

Develop targeted outreach and support for key demographics		
<input type="checkbox"/> Go to the Get Into Energy website and Facebook page to find out what is available (E/M, S) <input type="checkbox"/> Go to the ShopCEWD site to view available	<input type="checkbox"/> Promote Get Into Energy Facebook page (MS, S, PS, A) <input type="checkbox"/> Customize and print Get Into Energy print materials to distribute at various events	<input type="checkbox"/> Conduct GIE Summer Camp as a consortium (M, S) <input type="checkbox"/> Participate in Skills USA Career event as a consortium

<p>print materials (E/M, S, PS, A)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Learn about Careers in Energy Week (E,M, S) <input type="checkbox"/> Research state organizations that focus on workforce development for under-represented populations (S, PS, A) <input type="checkbox"/> Research bases and military groups within the states (A) <input type="checkbox"/> Identify organizations in the state that provide services for women in non-traditional roles <input type="checkbox"/> Post GIE badge on consortium and company websites (E/M, S, PS, A) 	<p>(E/M, S, PS, A)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Promote Careers in Energy Week with materials available from CEWD (E/M, S, PS, A) <input type="checkbox"/> Support companies that are sponsoring a FIRST Robotics team (S) <input type="checkbox"/> Support companies that are sponsoring a science fair team (S) <input type="checkbox"/> Form partnerships with state organizations that focus on workforce development for under-represented populations (S, PS, A) <input type="checkbox"/> Build relationships with bases, military groups and veterans representatives at One-Stops to promote energy jobs (A) <input type="checkbox"/> Link to key career awareness websites, such as Engineer Girl 	<ul style="list-style-type: none"> <input type="checkbox"/> Offer at least one Careers in Energy Week activity (E/M, S) <input type="checkbox"/> Partner to offer WISE Pathways course at various locations in the state (A) <input type="checkbox"/> Support Troops to Energy Jobs employers in the state and promote them on the state consortium web site (A)
<p><i>Promote energy jobs to educators and other partners</i></p>		
<ul style="list-style-type: none"> <input type="checkbox"/> Research organizations and websites that can help support promotion of energy jobs (E/M, S, PS, A) <input type="checkbox"/> Identify potential speaking engagements at key state education meetings and events (E/M, S, PS) 	<ul style="list-style-type: none"> <input type="checkbox"/> Utilize communications kit with materials to distribute to educators about energy jobs (E/M, S, PS, A) <input type="checkbox"/> Promote Careers in Energy Week with materials available from CEWD (E/M, S, PS, A) 	<ul style="list-style-type: none"> <input type="checkbox"/> Plan and implement a Teacher’s Career Day through website and other avenues (M, S) <input type="checkbox"/> Plan and implement an Energy Educator Network for the state
<p><i>Promote energy jobs as STEM jobs</i></p>		
<ul style="list-style-type: none"> <input type="checkbox"/> Research STEM programs that are statewide and groups that focus on STEM education and careers (E/M, S, PS) 	<ul style="list-style-type: none"> <input type="checkbox"/> Promote energy jobs as STEM jobs to consortium partners and provide materials (E/M, S, PS, A) 	<ul style="list-style-type: none"> <input type="checkbox"/> Appoint a consortium representative to participate in state STEM coalitions <input type="checkbox"/> Promote and support STEM events happening in the state (E, M, PS) <input type="checkbox"/> Build awareness among policy makers and education systems of the need for STEM capable workers (E/M, S, PS, A)

Workforce Development/Education

<i>Build awareness of skills needed for energy jobs in secondary and post-secondary educational institutions</i>		
<ul style="list-style-type: none"> <input type="checkbox"/> Explore the Get Into Energy website (S, PS) <input type="checkbox"/> Download and review the Energy Industry competency model (S, PS, A) <input type="checkbox"/> Become familiar with the career cluster system and find out which clusters your state has adopted (S, PS) 	<ul style="list-style-type: none"> <input type="checkbox"/> Present competency model at state and local education convenings <input type="checkbox"/> Distribute and promote Energy Career Cluster map to the state education system (S, PS) 	<ul style="list-style-type: none"> <input type="checkbox"/> Partner with education partners to map existing curriculum to competency model (S, PS) <input type="checkbox"/> Partner with education partners to use the Competency Model to develop new curriculum (S, PS) <input type="checkbox"/> Work with consortium and educators to adopt the new Energy Career Cluster (S, PS)
<i>Implement credentials, certificates and licenses that are relevant to success in energy jobs</i>		
<ul style="list-style-type: none"> <input type="checkbox"/> Learn about how the NCRC and other credentials are being used in the state (S, PS, A) <input type="checkbox"/> Present the GIECP credentialing framework to education partners <input type="checkbox"/> Identify credential currently required by members in the state <input type="checkbox"/> Learn about testing tools and associated products and how they are being used in the energy industry (PS, A) 	<ul style="list-style-type: none"> <input type="checkbox"/> Promote the NCRC as an industry-recognized credential within the state; <input type="checkbox"/> Adopt the Energy Industry Employability Skills certificate as an industry-recognized credential in the state (S, PS, A) <input type="checkbox"/> Sign the EIF Commitment as a consortium 	<ul style="list-style-type: none"> <input type="checkbox"/> Work with the state department of education to adopt Energy Industry Fundamentals curriculum (S, PS)
<i>Implement the Get Into Energy Career Pathways Model</i>		
<ul style="list-style-type: none"> <input type="checkbox"/> Become familiar with career pathways and how they can build a workforce pipeline (S, PS, A) <input type="checkbox"/> Understand the components of the GIECP and adopt for the consortium 	<ul style="list-style-type: none"> <input type="checkbox"/> Develop a plan for implementing a career pathways program for one key demographic group (S, PS, A) 	<ul style="list-style-type: none"> <input type="checkbox"/> Sponsor a Get Into Energy Women Pathways and/or Low-income Young Adults initiative (S, PS, A)

<i>Ensure that curriculum offered in secondary and post-secondary institutions meets the requirements of the jobs</i>		
<input type="checkbox"/> Find out what curriculum is being used in secondary and postsecondary institutions statewide (S, PS)	<input type="checkbox"/> Develop a list of all programs in the state that train for key jobs and rate them (S, PS) <input type="checkbox"/> Sponsor education partners for membership in CEWD <input type="checkbox"/> Add education institutions to Get Into Energy Website	<input type="checkbox"/> Implement an Energy Career Academy in the state (S) <input type="checkbox"/> Implement Project Lead the Way programs (S) <input type="checkbox"/> Provide support to companies and education institutions in developing and implementing a hiring process for secondary and selected post-secondary institutions in the state (S, PS) <input type="checkbox"/> Develop common curriculum for partner education programs across the state <input type="checkbox"/> Hire from highly rated post-secondary institutions (PS)
<i>Work with consortium partners to provide services to meet student needs</i>		
<input type="checkbox"/> Research career coaching and options within state <input type="checkbox"/> Explore how mentoring can help to build a workforce pipeline (S, PS, A) <input type="checkbox"/> Explore how internships are being used within the state from both the company and education perspective (S, PS) <input type="checkbox"/> Find out what scholarship opportunities are available within the state (PS)	<input type="checkbox"/> Provide a forum for sharing best practices for mentoring (S, PS, A) <input type="checkbox"/> Explore how internships are being used within the state from both the company and education perspective (S, PS) <input type="checkbox"/> Promote scholarships to the public (PS) <input type="checkbox"/> Promote internship program to the public (S, PS)	<input type="checkbox"/> Implement career coaching for energy careers in education institutions and pipeline organizations <input type="checkbox"/> Create a Consortium Scholarship Fund <input type="checkbox"/> Offer work based learning or intern opportunities for all partner programs

Workforce Planning

<i>Assess drivers for workforce development in the state</i>		
<input type="checkbox"/> Understand the CEWD Essential Elements of Workforce Planning process <input type="checkbox"/> Review state energy plan; have presentation on plan at consortium	<input type="checkbox"/> Document the strategic drivers within the state/region that might affect the current and future workforce (i.e. generation mix) <input type="checkbox"/> Develop talking points for consortium	<input type="checkbox"/> Assess workforce implications of strategic drivers <input type="checkbox"/> Identify scenarios for workforce planning <input type="checkbox"/> Conduct periodic scenario planning process in

meeting <input type="checkbox"/> Develop SWOT analysis for energy in the state	members on drivers <input type="checkbox"/> Develop a business case for action	to adjust workforce planning as business strategies change
Identify workforce demand for key jobs in the state		
<input type="checkbox"/> Define key jobs for the state <input type="checkbox"/> Complete CEWD Consortium Demand Survey	<input type="checkbox"/> Identify state retirement and attrition percentages <input type="checkbox"/> Identify potential replacements numbers for key jobs <input type="checkbox"/> Develop talking points for consortium members on demand	<input type="checkbox"/> Communicate demand to state education and workforce partners <input type="checkbox"/> Conduct annual updates to demand estimates
Assess workforce / education supply in the state		
<input type="checkbox"/> Identify pipeline programs as potential sources of supply <input type="checkbox"/> Complete consortium supply survey for educational institutions, military and other pipeline organizations	<input type="checkbox"/> Identify supply / demand gaps <input type="checkbox"/> Develop talking points for consortium members on gaps	<input type="checkbox"/> Conduct annual updates to supply estimates
Develop workforce plan to fill gaps		
<input type="checkbox"/> Identify pipeline programs for expansion, enhancement or reductions	<input type="checkbox"/> Develop plans to close gaps for each pipeline <input type="checkbox"/> Develop funding strategy for to implement plans	<input type="checkbox"/> Conduct state energy workforce summit with all stakeholders on plan <input type="checkbox"/> Implement plans
Monitor results		
<input type="checkbox"/> Complete CEWD Metrics tool for the state	<input type="checkbox"/> Perform annual assessment of plans	<input type="checkbox"/> Present state of plan to stakeholders