

2020 ANNUAL REPORT



Table of Contents

- 1 | About CEWD
- 4 | Promoting 21st Century Clean Energy Careers
- 7 | Building a More Diverse, Equitable, and Inclusive Industry
- 9 | Supporting the Needs of Energy Workforce Development Professionals
- 13 | Providing Educational Support for Increasingly Technical and Dynamic Energy Careers
- 14 | State Energy Workforce Consortia Active in Promoting Careers in Energy
- 18 | CEWD Membership
- 20 | CEWD Leadership



About CEWD

CEWD is
proud to work in
collaboration with:




The Center for Energy Workforce Development (CEWD) is a non-profit consortium of electric, natural gas, and nuclear utilities, contractors, and their associations—American Gas Association (AGA), Distribution Contractors Association (DCA), Edison Electric Institute (EEI), Nuclear Energy Institute (NEI), and the National Rural Electric Cooperative Association (NRECA). More than 120 utilities, organizations, and unions are working in partnership by engaging educational institutions and government entities to ensure the energy industry is poised to recruit and retain the best and brightest talent.

Through CEWD's leadership, driven by committed industry executives and supported by a professional staff team, the organization is:

- Building awareness of the need for a diverse, skilled energy workforce
- Preparing students for careers in energy
- Publishing data, trend reports, and resources to support strategic workforce development agendas
- Responding to critical workforce development needs for the industry's immediate and long-term success
- Uniting stakeholders for important conversations and information sharing
- Creating national workforce solutions that can be tailored, scaled, and implemented locally
- Launching national, state and individual networks that are implementing workforce solutions
- Supporting individual companies with their workforce development needs


CEWD-AT-A-GLANCE

HIGHLIGHTS OF 2020


37,000
people connected with
industry careers through
CEWD's job board


327 people registered
for the 2020
Annual Summit

400 professionals educated
through new Summer
Learning Series 


24,000+
veterans exposed
to energy careers
through Troops to
Energy Jobs Program


235
workforce development
specialists participating
in CEWD's online sharing
network

11 
new sharable resources
developed to promote
the profession



9,000
pieces of content
downloaded by career
seekers at EnergyCareers
2020 and 2000 views of
educational sessions


30+ networking and
information sharing
forums held for workforce
development specialists

1,500 people registered for
EnergyCareers 2020



A LETTER FROM JOHN BRUCKNER

2020 will likely and hopefully, be a year unlike any other. Historic, unprecedented, and unrivaled are descriptors most often used to represent what 2020 has offered. While the year was the most challenging of the modern era, individually, professionally, and societally, we saw some of the best of humankind. Stories of empathy, compassion, and hands extended to help others routinely inspired us. Businesses and people showed their resolve and ingenuity. People adapted. We rose to challenge after challenge – and the men and women of the energy industry continued to power and fuel America – through the pandemic, through long-overdue actions to address systemic racism, through the election of the century, through 30 named storms, and through catastrophic fires.

While we had to focus on the urgent and important, we weren't able to take our eyes off the future – as this is not an industry that can withstand last minute planning or “playing things by ear.” CEWD continued to play a huge role in this future-forward agenda on the workforce development front. I am proud of CEWD's leadership, our volunteers, our members and our staff for ensuring CEWD continued to focus on the future of work in the energy industry throughout 2020. The organization has become an essential partner to our businesses' workforce development priorities.

CEWD remains committed to ensuring this industry has a skilled, diverse workforce to meet our future needs. To achieve this goal, our strategic priorities center around four pillars:

- Promote the merits of 21st-century clean energy careers
- Support the industry in building a more diverse, equitable, and inclusive workforce
- Assist companies in developing employees for increasingly technical and dynamic energy careers
- Provide the data, tools, education and other resources the industry needs to foster modern-day work cultures that attract and retain diverse, talented professionals

CEWD is in a unique position to unite the industry across sectors to focus exclusively on building our future workforce. Our mission-critical work is enabled by industry stakeholders – utilities, contractors, labor, academics, consortia, association partners, and others - collaborating to ensure we have the tools, structure, and plan to address our future workforce development needs.

Thank you to all who have given so much of themselves this year to CEWD. I am grateful for the support and stewardship offered throughout the industry in our first 14 years, especially during the challenges put before us in 2020. I look forward to celebrating our 15th year of support for the industry in 2021.

Sincerely,



John Bruckner

**President, National Grid New York Jurisdiction
Chair, Center for Energy Workforce Development**

Promoting 21ST Century Clean Energy Careers



CEWD is harnessing the voice of the industry to elevate the visibility of 21st century clean energy careers while prioritizing the development of a skilled, diverse talent pipeline. 2020 saw a host of firsts in showcasing the industry to our future workforce, especially youth, women, veterans, and transitioning workers.

EnergyCareers 2020 Sparks Career Interest

Responding to the need for energy employers to remain connected with future employees throughout the pandemic, CEWD debuted EnergyCareers 2020, a virtual career event and job fair. 1,500 people registered for this inaugural program that welcomed Mike Rowe, noted advocate for skilled trade positions, as a keynote presenter, and offered an array of programming to interest career seekers and career explorers. 42 companies, representing employers from coast-to-coast, hosted exhibits to connect with attendees driven to the event by educators, minority serving organizations, veterans groups, and others.

- 9,000 pieces of industry content were downloaded during the event
- 2,000 views of educational programs were garnered
- 73% of attendees surveyed after the event are extremely likely and 13% are highly likely to consider a career in energy or recommend one to others
- 67% of exhibitors scheduled follow up contacts with people they met at EnergyCareers 2020
- 89% of exhibitors found the show beneficial for their companies or consortia

New Collateral Promotes Breadth of Energy Careers

2020 saw the creation of an array of materials that promote careers in energy. A series of new “one-pagers” is now poised to spark career interest for women, veterans, students, and career changers, while another series addresses distinct career opportunities in natural gas, electric, and nuclear paths. Three new videos complement the print pieces, helping the industry’s professional opportunities come to life for our future workforce.



Careers in Energy Week Goes Virtual

The annual observance, which begins the third Monday in October, was celebrated with state proclamations, socially distanced connections with students, virtual presentations and distanced-scavenger hunts, and trending stories on social media. State workforce consortia throughout the country were innovative in their pivots to virtual offerings. CEWD provided ready-to-use resources, including ideas for transitioning tried and true activities into virtual versions to accommodate

the remote connections required during the global pandemic. Careers in Energy Week 2021 will be observed October 18-24, and has been recognized by Chase’s Calendar of Events, the foremost authority on events, observations, and occasions.

Connecting Veterans to Industry Careers

10% of the industry’s workforce is comprised of veterans, a number most energy employers are working to grow. Through its Troops to Energy Jobs program, CEWD connected with tens of thousands of veterans this past year, showcasing industry careers and ways to translate military experience into industry employment. Our Troops to Energy Jobs career site saw a 50% increase in traffic, thanks to collaborative efforts with organizations like Student Veterans of America and the Department of Labor, through their new pilot that connects transitioning service men and women with apprenticed industries.



Roberts & Ryan

A Service Disabled Veteran Owned Broker Dealer

Roberts and Ryan, a service-disabled veteran owned firm that provides service in fixed income and agency equity trading, equity and corporate debt capital markets, and municipal underwriting, has become a benefactor of the Troops to Energy Jobs program. For every policy they write for a company in the energy sector, they will donate 10% of the policy to the Troops to Energy Jobs program.

Staying Connected with Students

Students are natural storytellers. We enlisted their help in 2020 through the 2020 Summer Intern Challenge, a video competition to energize and mobilize others by socializing awareness of industry careers. They did not disappoint. Congratulations to the interns at EverSource and Central Hudson for their respective first and second place finishes in our team competition as well as interns at DTE and Virginia Tech for their first and second place finishes in our individual competition.

Looking to continue student connections, CEWD announced its second student challenge during Careers in Energy Week. Our STEM Innovation Challenge that will kick off in 2021 asks students to address the problem statement: *When thinking of efficiency and sustainability as it relates to your school and transportation to and from, develop an innovative plan to reduce your school's carbon footprint, increase comfort conditions, and have a net-zero impact to your community.*

EVERSOURCE

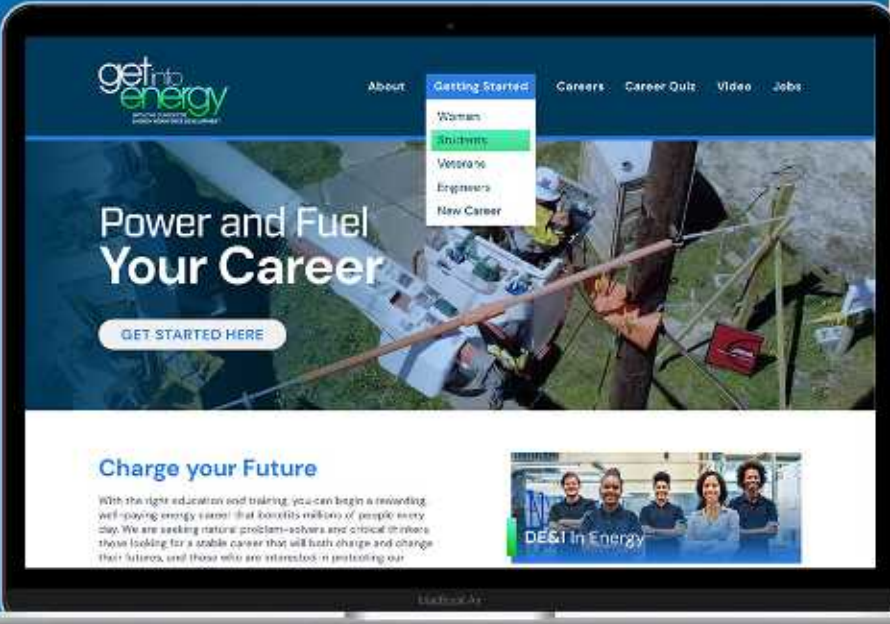


DTE



GetIntoEnergy.com Gets Fresh Face Prior to Major Facelift

It's been some time since our career sites got a makeover, so we gave GetIntoEnergy.com, CEWD's primary career exploration portal, a fresh face in anticipation of 2021's total restructuring that will modernize the presentation of careers in energy and ensure messaging about the industry's commitment to Diversity, Equity, and Inclusion, social responsibility, and environmental stewardship are all clearly showcased.



Our public-facing career sites saw major bumps in traffic this year, strengthening our connections with career explorers:

GetIntoEnergy/STEM

↑ **67%**
increase in traffic

TroopstoEnergyJobs

↑ **56%**
increase in traffic

GetIntoEnergy

↑ **14%**
increase in site traffic

Building a More Diverse, Equitable, and Inclusive Industry

Industry professionals recognize the energy industry will be stronger and its companies, better, if the workforce more closely mirrors the communities and customers they serve. Support for the industry's efforts to become more diverse, equitable, and inclusive is a top priority for CEWD.

Strengthening DE&I Support

CEWD's former D&I National Template was expanded in 2020 to include a focus on equity, thanks to the leadership of members of our Diversity, Equity and Inclusion Community of Practice. We recognize strategic business leaders seek to encourage new ideas because they understand that creativity and innovation happen not when people agree, but when there is a difference of opinion. Work on this template will continue in 2021 as CEWD harnesses the power of the work the industry is doing in this space.

Debut of MSI Partnerships

CEWD partnered with the National Utilities Diversity Council, other non-profits, and industry companies to create pilot programs at three minority serving institutions; California State Polytechnic University at Pomona, Jackson State University, and Spelman College. Each of the programs was structured differently, but all will connect students with mentors from the energy sector and measure the impact of the relationships and exposure to careers in energy with students' future career ambitions.

CEWD's Diversity, Equity, and Inclusion Community of Practice will expand its scope in 2021, adding action-orientated activities to its traditional, focus on information-sharing.

Thank you to Joyce Cooper, Omaha Public Power District; Steve Fleischer, PSEG; Tommi Paris, Southern Company Gas; and Baird McKevitt, Xcel Energy for assuming leadership roles to help drive our critical DE&I work.



Exploring Collaborative Partnerships

With aspirations of creating collaborative partnerships that will help fuel a more diverse energy workforce, CEWD connected with a variety of organizations to open and rekindle dialogues and invite their support in promoting EnergyCareers 2020 to a diverse community of people. With support from organizations like Out4Undergrad, Urban League, AABE, Hispanics in Energy, Women in Energy, and others, a diverse group of attendees indicated they heard about the event from one of our minority-serving partners. We look to build on these relationships in 2021, to explore potential career bridges.

Statement Against Systemic Racism Spurs Future Action

Following the murder of George Floyd in the spring of 2020 and the country's demand for change, CEWD's Board of Directors issued the following statement on June 11th, 2020.

The Center for Energy Workforce Development stands with energy sector businesses against injustice, racism, and discrimination. We recognize the need to increase diversity, equity, and inclusion in the workplace to ensure our companies better represent the communities and customers we serve.

Racism is systemic. It has caused significant pain and barriers for Black Americans. We must address these truths to eliminate bigotry and support our fellow Americans who deserve respect, equity, and access to opportunity.

We will foster deeper dialogues and diligently drive action to address underlying issues that perpetuate discrimination. This process will begin with a series of Diversity, Equity, and Inclusion Forums to allow industry stakeholders to create a road map for transformation. We recognize that businesses, communities, and society are strengthened by equity and inclusion and we must be leaders for change. That change begins with us.

Since that time, CEWD has been working with organizational leaders to create the structure for the envisioned Roadmap for Change. Work in this area will be a 2021 priority.



Supporting the Needs of Energy Workforce Development Professionals

While much of CEWD's programming focuses on the external aspects of workforce development – that is, those things that the industry must collaborate on together to impact our future workforce. We also support the internal side of workforce development – providing what workforce development professionals need to excel in their contributions to company strategic planning, administration, and organizational and operational needs, with a focus on education, data, trend reports, resources, models, and toolkits.



Annual Workforce Development Summit Connects Workforce Development Professionals

The Workforce Development Summit, one of the hallmarks of CEWD's educational programming, saw record attendance with more than 320 industry professionals gathered together for three-days of educational sessions on:

- Diversity, Equity, and Inclusion
- Managing Workforce Development and Workforce Planning
- Training and Skill Development for Our Future Workforce
- Workforce Development Outside the HR Suite
- Staying One Step Ahead of the Changing Workplace Culture



Summer Learning Series Replaced Regional Meetings

When travel was curtailed because of the pandemic, CEWD introduced a series of virtual learning events with subject matter experts covering an array of sessions including Telework, Virtual Internships, Recruiting Veterans during COVID, Insights on Improving Your Company's Culture and Organizational Health for the Next Normal, the Future of Work in the Energy Industry, and others that attracted more than 400 professionals for real-time learning.

Community Groups Foster Real-Time Information Sharing

CEWD debuted community groups to help members get real-time answers to their most pressing questions. Discussion groups focus on topics including training and upskilling, workforce planning, diversity and inclusion, recruitment of veterans, and more. Virtually endless guidance is now available from industry peers with just the click of a mouse.



People Powered Podcasts Offer Anytime Learning

Responding to the growing popularity of podcasts, CEWD launched People Powered, a podcast series that focuses on attracting, training, and retaining a skilled, diverse energy workforce. Almost 1,000 episodes have already been downloaded offering easy listening on topics including Closing the Skills Gap: What Research From Harvard Business School's Project on Managing the Future of Work Shows, Understanding Workforce Boards and Why They are Important to the Energy Industry, Creating a Training Ecosystem to Attract and Retain Top Performers, and more.

Communities of Practice Offer Unparalleled Information Exchange for Industry Practitioners

CEWD's Communities of Practice bring professionals together around specific focus areas for quarterly conversations. These dialogues unite practitioners at various stages of their professional journeys and within various industry disciplines for free-flowing and important conversations.

Contractors Community:

The Contractors Community of Practice unites CEWD's contractor members to collaborate in addressing their unique workforce challenges. Under the Community's leadership this year, the Energy Industry Contractor Competency Model, a companion piece to our Energy Industry Competency Model, was created to provide a consistent definition of the competencies required to work in the industry. This tool will be used by educators, workforce system professionals, and others to define important industry skills and by HR professionals as the foundation for critical functions including recruitment and hiring, training and development and performance management.

Diversity, Equity, and Inclusion Community:

Increasing diversity in the talent pipeline continues to be a driving force behind the workforce development efforts of CEWD's members. In addition to sharing best practices and resources through quarterly conference calls in 2020, this group was responsible for expanding the former Diversity and Inclusion National Template into a document that now addresses "equity."

Energy Industry Fundamentals (EIF) Community:

The EIF Approved Providers Community of Practice provides EIF curriculum and credential implementation support to a growing network of EIF educators (currently 82 active providers). The group is broken down into high school and training providers, and community college providers. The group has been exploring ways to make the delivery of the online version of EIF more connected to the way online students are learning today. 2020 brought numerous discussions on the challenges that COVID has posed in delivering EIF in the mostly virtual learning approach. To date, 4,710 individuals have taken the EIF assessment, with 3,407 being awarded the credential.

Technical Training Community:

2020 saw the Technical Training Community of Practice discuss best practices in instructor led and virtual training solutions, assessment tools, LMS tracking tools, and scheduling and compliance training requirements. Once the COVID challenges began, the group met monthly to share how they were managing to deliver training with a heightened focus on virtual training solutions and safety implications for employees, trainers and operations personnel.

Troops to Energy Jobs Community:

Each quarter, interested member company representatives met to share ideas, discuss best practices, and address their military recruiting, training, and retention strategies. In 2020, members of the group also served as spokespeople and industry ambassadors at various virtual events promoting the career opportunities in the energy industry.

Workforce Planning (WFP) Analytics Community:

This Community, bonded by key workforce data needs, opportunities and online tools used to support data analytics, saw group members conduct presentations showcasing online data analytics tools and how they are using the functionality.



Impact Awards

The new Impact Awards were created to recognize excellence in workforce development initiatives by consortia, companies, and individuals. This year's inaugural honorees, selected from an incredibly inspiring pool of nominees, were announced during the Annual Workforce Development Summit.

The **Consortia Game Changer Award** was presented to the **Michigan Energy Workforce Development Consortium**, in recognition of innovative programming and outreach about career awareness.

The **Community Partner Award** was presented to **PECO** and **Mississippi Power** for the work each company has done with diversity efforts, innovation and creativity, and demonstration of measurable results and impact through effective collaboration within the community.

The **Workforce Champion Award** recognizes an individual who has demonstrated innovation, progress, and accomplishment for workforce development within their company and/or community, shown workforce development leadership and stewardship for the industry, and worked to influence, energize, and mobilize a diverse and skilled talent pipeline. **Robert Matthews, the Vice President of Workforce Development at Exelon Utilities**, was selected as the 2020 honoree.

The Chairman's Award honors a company for its accomplishments in promoting 21st Century Careers in Energy, achievements toward DE&I Goals, innovative approaches to training and upskilling, and enhancements to company culture and operations to attract and retain a skilled, diverse workforce. This award was presented to the **Southern Company**.

Expanding Membership to Enhance Service to Current Members

CEWD's Board of Directors unanimously endorsed changes to CEWD's membership criteria that will welcome new companies into the Center's community. The changes will welcome those who work with renewables, electric vehicle infrastructure support, and energy storage. CEWD's leadership felt many existing members already work in these areas and adding a workforce focus would be beneficial for career awareness initiatives, data development, and ensuring representation for the industry's voice in a broader spectrum of workforce development priorities. In addition, CEWD will welcome business partners as associate members.



Providing Educational Support for Increasingly Technical and Dynamic Energy Careers

CEWD established foundational strategies to support companies striving to best support employees with training and upskilling needs, ensuring perspectives and insight are available to help companies chart forward looking paths for employee development in technical careers. Recognizing that work begins even before employees are hired, CEWD has worked to prepare our future employees with the skills they will need to succeed in energy careers.

Supporting Educators During COVID-19

Educators have been some of the most needed beneficiaries of help during the pandemic as they have had to alter so much of their tried and true in-classroom offerings. CEWD responded with the publication of free digital curriculum for K-12 educators, and parents who suddenly found themselves as instructors.

Learning from Ford Next Generation Learning's Powerful Partnership Programs

Strong partnerships between business and educators can prove a powerful tool in developing the workforce of tomorrow. CEWD members were exposed to how Ford Next Generation Learning (NGL) has developed partnerships between businesses and educators, enabling connections with more than 400,000 students. Industry companies and consortia explored opportunities within their businesses and state areas of influence.

Convened NEEN educators to open dialogues

CEWD invited energy educators from its 400 National Energy Education Network schools for a national convening. Seeking the opportunity to share ideas on curriculum, attraction and retention of students to energy studies, and general information sharing, the group has elected to continue meeting on a regular basis beginning in 2021.



State Energy Workforce Consortia Active in Promoting Careers in Energy

The success of CEWD would not be possible without the great work that happens at the state consortia level. There are currently 26 State Energy Workforce Consortia. Below are highlights of some of their contributions.



Arkansas

Arkansas's strategic planning work was completed along with the first cohort of their line worker curriculum. The Universal Offer Date for the cohort was December 17, 2019 with 92% of completers receiving offers, several receiving more than one. In March 2020, the University of Arkansas, under which Pulaski Technical College operates, placed all classes on hold because of the pandemic. Since, the Arkansas line worker program has successfully reopened a second cohort of 15 students starting on November 30, 2020 with graduation scheduled for April 19, 2021. Cohorts three and four of the Arkansas line worker program has been scheduled and will begin in late 2021.



Carolinas

CEWC updated its Strategic Workforce Plan for 2020 and identified priorities for 2021. The governors of both North and South Carolina signed proclamations declaring Careers in Energy Week. CEWC participated in the first virtual CEWD EnergyCareers event and the consortium developed and implemented a social media strategy to deepen engagement on popular digital platforms. CEWC conducted a survey to capture shifts in workforce demand since 2018 and emerging needs. The findings of the survey were presented during the full consortium meeting in December. A key objective in 2021 is to develop workforce development solutions to address new in-demand skills and roles identified in the demand survey.



Florida

Florida began 2020 by revising its strategic plan to focus on engaging diverse populations and students. Florida updated its website to be more interactive to visitors, and held its own virtual career event which featured five different people from around the state in a variety of industry roles. Florida Energy Workforce Consortium representatives have served on an advisory board for a college that is beginning a line worker program and is meeting with other state colleges and technical schools to determine how education can support the industry by creating new training programs for both electric and gas technicians.



Louisiana

The Louisiana Energy Workforce Consortium has been busy with line worker training programs. Cohorts four, five and six graduated, with 100% of the students receiving the NCCER Certification in Power Line Work. Cohorts seven, eight and nine will begin in early 2021. The consortium has registered for a 501(c)(3) designation and will begin operations in first quarter 2021. LEWC's Natural Gas Technician program, in partnership with the Louisiana Gas Association (LGA), has been approved. The enrollment date for this program starts March 2021 with classes beginning July 2021.



Georgia

Each year the Georgia Energy and Industrial Construction Consortium (GEICC) presents scholarships to deserving students looking to further their education in STEM majors. For the class of 2020, the GEICC awarded \$15,000 in scholarships (thirteen \$1,000.00 awards and four \$500.00 awards) to students across the state. GEICC sponsors an Annual Golf Tournament which was held this year with limited attendance due to COVID-19 regulations but still raised \$25,000 to support student technical organizations, sponsorships and scholarships. GEICC also revamped the Get into Energy Consortium site to make it more user-friendly and informative.



Michigan

Through an enduring commitment to partnership and collaboration, the consortium has worked with the Michigan Department of Education to establish the Energy Career Cluster Technical Education programs and Energy Industry Fundamentals course which is now thriving in eight K-12 systems and five colleges, with peak enrollment in 2019/2020 with 267 students. MEWDC's energy career pathways college programs and veteran bootcamps have led to 276 line workers, eight technicians and 179 gas workers employed in the state. As the largest and oldest employer-led sector strategy group in Michigan, the Consortium is held up as a best practice for other industries and schools and a model for long term sustainability of an employer collaborative.



Missouri

Missouri's narrowed focus helped achieve stronger partnerships with educators and community-based organizations that helped strengthen the pipeline for skilled craft and expanding the energy curriculum footprint in select high schools. In addition, Missouri helped build awareness of energy careers by substantially increasing Careers in Energy Week activities and reviewing the process for adding energy as a 17th Career Cluster in the state.



Oklahoma

The Oklahoma Workforce Consortium successfully launched the 17th Career Cluster in energy in October during Careers in Energy week. In anticipation of the new Career Cluster's introduction, Oklahoma Governor Kevin Stitt issued a state proclamation recognizing October 19-23, 2020 as Oklahoma Careers in Energy Week. Oklahoma State Superintendent of Public Instruction, Joy Hofmeister, also endorsed the new career cluster and the importance of the energy industry. The launch of the 17th Career Cluster is part of the group's plans to work closely with educators, career counselors and parents to raise awareness about the energy industry.



Virginia

In 2020, the Virginia Energy Workforce Consortium (VEWC) continued its work in support of the Commonwealth of Virginia's efforts to build a diverse portfolio of energy resources. The VEWC continued to expand its membership and created three new committees— Communications, Education, and Industry Demand—to drive the mission and energy workforce goals for the Commonwealth. On July 1, 2020, the Virginia Department of Education launched the 17th Energy Career Cluster created in partnership with CEWD, VEWC, Virginia Nuclear Energy Consortium, and Virginia Department of Education, making Virginia

the first state in the nation to do so via legislation. The VEWC partnered with Career and Technical Education (CTE) directors across the state to promote the 17th Energy Career Cluster's Pathways in Energy Sustainability and Efficiency as well as other key areas through educator development sessions and student and parent awareness expos. The Governor of Virginia recognized and proclaimed October 19 – 23 as Careers in Energy Week in Virginia. VEWC members participated in wide-ranging virtual activities across the state and the VEWC distributed CEWD's Careers in Energy Week materials for members to engage more with the nation's energy sector.



Nebraska

The Nebraska Energy Workforce Consortium (NEWC) concentrated efforts on "getting the word out" about energy careers for 2020. NEWC participated in a Robotics Tournament and Innovation Challenge and was a gold sponsor again for SkillsUSA, allowing NEWC's participation in SkillsUSA Leadership conferences at Wayne College and Central Community College-Hastings campus in spring and virtually in the fall. NEWC was also a Silver sponsor for CEWD's inaugural EnergyCareers 2020 virtual event. OPPD sponsored and organized the Nebraska GIE events. NEWC partners conducted 12 virtual sessions highlighting educational requirements of energy jobs and showcasing careers over a 4-day period., reaching about 600 middle and high school students across Nebraska. Nebraska created a website using CEWD's template and IT resources for Get into Energy Nebraska along with social media accounts to post and advertise updates and info from NEWC.



Wisconsin

The Wisconsin Energy Workforce Consortium [WEWC] 2020-2024 Strategic Plan focuses on the industry's needs for skilled craft and technical workers and engineers, while factoring in the unique industry and workforce challenges in Wisconsin and the need to diversify the utility workforce. In support of the Strategic Plan, four Strategic Project Teams were formed: GROW, OUTREACH, EDUCATION, STRUCTURE & SUPPORT. Most notable achievements for WEWC in 2020 were the creation of a new WI STEM Energy Career Pathway and the purchase of a trailer to begin the design and creation of a Careers In Energy Mobile Learning Lab. Additionally, much effort has been put into the design and creation of classroom education and career exposure materials and an Educator/Student Externship Model. The groundwork has been set to add career showcase videos to the WEWC website, to begin a WEWC Scholarship Program, and to further build on current efforts to increase workforce diversity.

CEWD MEMBERSHIP

As of December 15, 2020

Alliant Energy	Distribution Contractors Association	JEA	NorthWestern Energy	Southern Company Gas
Ameren	Dominion Energy	Kodiak Electric Association	Nuclear Energy Institute	Southwest Gas
American Gas Association	DTE Energy	Lakeland Electric	NW Electric Power Cooperative	Spire Energy
American Transmission	Duke Energy	Liberty Utilities	OGE Energy Corp	Tacoma Power
Arizona Public Service	East Kentucky Power Cooperative	Lincoln Electric System	Omaha Public Power District	TECO Energy
Arkansas Electric Cooperative Corporation	Edison Electric Institute	Madison Gas & Electric	Oncor Electric Delivery	Tennessee Valley Authority
Associated Electric Cooperative	Electric Cities of Georgia	MasTec	ONE Gas	The Oglethorpe Family of Companies
Association of Illinois Electric Cooperatives	Electric Cities of North Carolina	Mears Group, Inc., a Quanta Services Company	Otter Tail Power	Tri-State Generation and Transmission Association
AVANGRID	Energy Northwest	Metropolitan Utilities District	Ozarks Electric Cooperative	UNS Energy Corporation
Avista Utilities	Entergy	Michels Corporation	PG&E	Vector Force Development
Berkshire Hathaway Energy	Equitrans Midstream Corporation	Midwest Energy Association	Philadelphia Gas Works	Virginia, Maryland & Delaware Association of Electric Cooperatives
Black Hills Energy	Eugene Water & Electric Board	Missouri River Energy Services	Pike Enterprises	Washington Gas Light
Bonneville Power Administration	Evergy	Montana-Dakota Utilities	Pipeline Equipment Resources Company	WEC Energy Group
Cedar Falls Utilities	Eversource Energy	Mt. Carmel Public Utility	PNM Resources	Wisconsin Electric Cooperative Association
Central Hudson Gas & Electric	Exelon	Municipal Energy Agency of Nebraska	Portland General Electric	Wolf Creek Nuclear Operating Corporation
Central Iowa Power Cooperative	FirstEnergy	National Grid	Power Team Services	Wyoming Rural Electric Association
Choctawhatchee Electric Cooperative	Florida Power & Light	National Rural Electric Cooperative Association	PPL Corp	Xcel Energy
Cleco Corporation	Framatome	Nebraska Public Power District	Premier Power Maintenance	
CMS Energy	Gainesville Regional Utilities	New Jersey Resources	Public Service Enterprise Group	
Colorado Springs Utilities	Great River Energy	New York Power Authority	Sacramento Municipal Utility District	
Consolidated Edison	GreyStone Power	NextEra Energy	South Central Power Company	
Consumers Energy	Hearthstone Utilities Inc.	North Carolina Electric Membership Corporation	South Texas Project Nuclear Operating Company	
	ITC Holdings		Southern Company	

CEWD LEADERSHIP

As of December 15, 2020

BOARD OF DIRECTORS

John Bruckner
CEWD Chair
President, NY Jurisdiction
National Grid

Vivek Arora
CEWD Vice-Chair
Executive Vice President,
Chief Administrative Officer and
General Counsel
*Mears Group, Inc., a Quanta
Services Company*

Deborah Caplan
EVP, Human Resources
and Corporate Services
NextEra Energy, Inc.

Donnie Colston
Director, Utility Department
*International Brotherhood of
Electrical Workers*

Rob Darden
Executive Vice President
*Distribution Contractors
Association*

Sloane Drake
Senior Vice President,
Human Resources
*Georgia Power and
Southern Company*

Peter Fojtik
Vice President, Gas Distribution
Michels

Gery Gorla
Vice President, Human
Resources
Spire

Catherine A. Hendrian
Senior Vice President, Human
Resources
Consumers Energy

Maria Korsnick
President & CEO
Nuclear Energy Institute

Thomas R. Kuhn
President
Edison Electric Institute

Amanda Mullan
SVP and Chief Human Resources
Officer
New Jersey Resources

Ron Reising
Senior Vice President and Chief
Human Resources Officer
Duke Energy

Rick Riley
Senior Vice President,
Distribution Operations and
Asset Management
Entergy Services

Michele Rinn
Senior Vice President, Human
Resources
*National Rural Electric
Cooperative Association*

Sheila Rostiac
SVP – Chief Human
Resources Officer and
Chief Diversity Officer
PSEG

Maria Smedley
VP, Human Resources and
Corporate Strategy
*Arkansas Electric Cooperative
Corp./Arkansas Electric
Cooperatives*

Lori Traweek
COO
American Gas Association

David Vosvick
Vice President of Human
Resources
Pepco Holdings/Exelon

CEWD OFFICERS

Missy Henriksen
Executive Director
CEWD

Terri Oliva
CEWD Chief Administrative
Officer
Executive Director, Human
Resources and Assistant
Treasurer
Edison Electric Institute

Lori Brady
CEWD Deputy Director
Director, Human Resources
Nuclear Energy Institute

Victoria Calderon
CEWD Secretary
Associate General Counsel,
Compliance and Corporate
Affairs
Edison Electric Institute

CEWD WORKFORCE DEVELOPMENT EXECUTIVE COUNCIL

Keith Hutchison
Chair and Sr VP, US Human
Resources & Chief Diversity
Officer
National Grid

Amy Best
Chief Human Resources Officer
Exelon

Lori Brady
Director, Human Resources
Nuclear Electric Institute

Kwame Canty
Director, External Affairs
Edison Electric Institute

Joyce Cooper
Director- Diversity & Inclusion
Omaha Public Power District

Megan Dunn
Vice President,
Human Resources
American Gas Association

Tracy DiSanto
Manager Workforce Planning
DTE Energy

Desiree Dunham
Manager, Talent Programs
*National Rural Electric
Cooperative Association*

Carla Gregory
VP Talent and Organization
Performance, Human Resources
AVANGRID, Inc.

Chris Harris
International Representative
Utility Department
*International Brotherhood
of Electrical Workers*

Darius Johnson
VP, Employee Engagement
and Development
Dominion Energy

Thomas Jones
Vice President, Utility Services
MasTec

Joseph Lillyblad
Talent Acquisition Manager
Southern Company

Dinyar Mistry
Senior Vice President,
Human Resources and Chief
Diversity Officer
PG&E

Brandon Renz
Director,
Federal Legislative Affairs
Ameren

Ursula Schryver
Vice President, Education
and Customer Programs
*American Public Power
Association*

Troy Schneider
Vice President, Central
Transmission & Distribution
Michels

Leilani Todd
CEO/General Manager
*Chariton Valley Electric
Cooperative*



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

701 Pennsylvania Ave.,
NW, Washington, DC 20004-2696
202-638-5802

www.cewd.org

www.getintoenergy.com

www.troopstoenergyjobs.com

*For information, please contact us at
staff@cewd.org.*



Center for Energy Workforce
Development (CEWD)



@GetIntoEnergy



Center for Energy
Workforce Development