

State Consortia Name: Arizona State Consortium

Best Practices:

We are RE-ENERGIZING the Arizona Consortium and held the first State Consortium Meeting in October 2022, with over 20 participants from industry and education.

Tucson Electric Power held a Teacher Externship in partnership with the Center for the Future of Arizona (CFA), a non-profit organization. The externship is an opportunity for educators to experience the utility industry first-hand. The educators take tours of the facility and speak with journeymen and women, apprentices, and leadership to learn more about the skilled trades. In turn, educators share career information with their students and work to incorporate industry-related skills into the curriculum. The program is a paid experience for teachers and is held during spring, fall, and summer breaks.

Arizona Public Service focused 2022 on data analytics and insights using PowerBI to identify hiring trends, process gaps and opportunities, and workload management.

- Enterprise inventory of vacancies
- Workload distribution and individual performance measures
- Timebound metrics and trends
- Applicant demographic and geographic distribution

We also focused on workforce development/talent pipeline initiatives:

- ElevateEdAZ
- DoD Skillbridge Program and military recruiting strategy
- Arizona Latino Student Mentorship program

State Consortia Name: Florida Energy Workforce Consortium

Best Practice:

FEWC has developed a committee structure that allows it to address specific needs and engage members at a deeper level. Our Career Awareness Committee works to celebrate Careers in Energy Week and attend events statewide to promote the industry while our Education Committee is developing ways to better engage our education partners. Our Marketing Committee uses social media and email to keep our membership updated. We are able to use our committee meetings to inform the agenda for our membership meeting and then give our members a place to plug in after the meeting and stayed involved. They provide an important call to action for our members while producing meaningful results.

State Consortia Name: Georgia Energy and Industrial Construction Consortium

Best Practice:

GEICC Scholarship Program

The GEICC scholarship program was established in 2016 and is financially supported by the GEICC Golf Tournament. Since the first class of students in 2017, GEICC has awarded \$101,500 to 70 recipients.

Criteria:

- Applicants must be a high school senior in the state of Georgia and pursuing secondary education in the STEM field.
- Applicants must have a GPA of 2.5 or better and submit a transcript of their high school career.
- Scholarships are awarded without regard to race, sex, creed, national origin or disability.

GEICC continued.....

The scholarship committee is made up of about 5 people from the Executive Committee who each evaluate a group of applications (we receive 200+ applications per season). Students are evaluated on their academic success and their level of participation in extra-curricular activities.

Once students are selected, they are contacted and we create a video with each winner’s photo, their hometown, anticipated major and anticipated college. After students complete a W9 and register on the Get into Energy site, we send the check which they can apply toward tuition, books, housing, etc. The process of distributing funds may be changed next year, but we have not identified the new procedure yet.

State Consortia Name: Illinois Energy Workforce Consortium

Best Practice:

While the IEWC is currently on a temporary hiatus which we look forward to ending soon when we relaunch in early 2023, Nicor Gas has continued to be active in promoting careers via classroom presentations, career awareness fairs (for various age groups), our annual Careers in Energy Week communications campaign and the Nicor Gas Career Academy, a free, six-week job readiness program which prepares cohorts of students for entry level work in the energy industry. We have also continued our partnership with FIRST Robotics, Energizing Student Potential (ESP) and other organizations with shared goals of promoting energy careers.

State Consortia Name: Michigan Energy Workforce Development Consortium

Best Practice:

The MEWDC considers its consortium structure a best practice. Our structure consists of

- Four (4) Pillars and coordinating Committees led by Vice Chairs, including:
 - Career Awareness Pillar Amber Fogarty, Consumers Energy (Vice Chair)
 - Education, Data and Standards Pillar Deborah Majeski, DTE Energy (Vice Chair)
 - Communications Pillar Breina Pugh, Lansing Board of Water & Light (Vice Chair)
 - Diversity Pillar Gail Wahlberg, Enbridge (Vice Chair)
- The MEWDC Leadership Team meets monthly led by Co-Chairs:
 - Chris HooSang, DTE Energy
 - Sharon Miller, Consumers Energy
- The Operations Committee also meets monthly to discuss staffing, membership and budgets.
- Housed and supported by the Michigan Chamber of Commerce Foundation

This structure has enabled MEWDC to:

- Develop and implement its Annual Member Sponsorship, which supports a half-time Consortium Director, Marcia Black-Watson, MEWDC Director
- Establish and maintain eligibility to apply for and accept competitive grants awards which support the activities of the four pillars, including

- Energy-related Registered Apprenticeship Programs
- Energy Industry Fundamentals Secondary and Postsecondary Instruction Expansion
- Careers In Energy career awareness and exploration
- Diversity, Equity, and Inclusion focus groups
- Social Media Campaign development and launch

State Consortia Name: Minnesota Energy Workforce Consortium

Best Practice:

Started the Energy Careers Academy. This college training program is housed on Xcel Energy properties in Minneapolis. Our first class launched in August for Line Workers. We started with 13 students, 11 representing minority populations. The program is run at sites in the Twin Cities Urban core to bring the training into the city. Prior to this all of these training programs were out-state which greatly restricted access to urban residents. Currently working on a projected start-up of gas construction and service next fall, along with the second cohort of Line Workers.

State Consortia Name: Missouri Energy Workforce Consortia

Best Practice:

Executive Sponsor Accountability – When we reformed the Missouri Consortium in 2018 we asked each participating company to commit an Executive Sponsor to the consortium efforts. It has helped us weather inevitable changes in consortium members and forces us to report out to the executive sponsors at least twice a year about our efforts, successes, and challenges. This has helped us focus our attention on the strategic objectives that have the most impact and work together to achieve them.

State Consortia Name: Virginia Energy Workforce Consortium

Best Practice:

The VEWC has increased engagement over the past few years by streamlining general body meetings and communications, curating relevant guest speakers, and creating space for virtual programming opportunities. Examples of these programs include DE&I Roundtables and the October 2021 Energy Workforce Development Pathways Summit, the latter of which made clear that there is significant demand for a statewide and collaborative effort to ensure that the energy workforce is properly supported, resourced, and developed.

The 2021 summit led the VEWC to develop and execute a highly successful in-person event on September 23, 2022, where industry leaders and partners from education, the community, and the government met, networked, and identified opportunities to stay connected and partner. Over 100 attendees enjoyed networking and hearing from VEWC leadership, the CEO of the Virginia Chamber of Commerce, and a dynamic panel of professionals engaged in a workforce roundtable discussion. The feedback from the event was positive and the VEWC strives to help create and support more of these networking opportunities – big and small - moving forward.

State Consortia Name: Wisconsin Energy Workforce Consortium

Best Practice:

Though likely not a surprise to anyone, history has taught us that in-person Consortium meetings provides the most benefit, and we consider it a best practice. The increased attendance and active engagement from our members when we are face-to-face versus when we've had to meet virtually provides obvious advantages. Though we were able to maintain a cadence of Consortium meetings during the Covid epidemic, it was necessary for all meetings to be held virtually. During that time, it was difficult to gauge attendees' attention and a lack of engagement at times was evident.

Other Best Practices:

- Engaging Consortium partners on a regular basis by having them present during Consortium meetings.
- Frequent review and revisions for strategic plans to ensure that intended actions are still on target for needs.
- Project and sub-team oversight by facilitator to ensure that overlaps in team initiatives are recognized and accounted for.