#	Question	Date	Open/ Resolved	Answer	Comments
1	How do we account for leadership levels within our business categories?	Prior Year	Resolved	Like past survey cycles, we ask you to roll up all your leadership employment in the "organization" level question of each category. This is usually question 5 of the survey.	Reference the Definitions document
2	If I have a technical data entry question, can I connect with others while I'm filling out the survey?	Prior Year	Resolved	Yes, you can contact Quentin Watkins (email - QuentinWatkins@scottmadden.com, or phone - 919-781-4191). He will answer your questions or research the question and respond in a timely fashion. If he cannot find the answer, we have developed a network of past participants with whom he will be able to connect you.	
3	Why is there such a long time period between completing our data entry to the analysis and reporting?	Prior Year	Resolved	We use Bureau of Labor Statistics (BLS) data to inform our analytics, observations and reports. That federal data for the 2022 year will not be uploaded in BLS and available until late July or August. So, analytics and reporting cannot be finished up until September or October.	
4	I see actual head count numbers requested for 2021 and 2022 then a list of years, 2023 through 2027. What are those years for?	Prior Year	Resolved	We ask for projections for those years, the best estimates each company can provide. Remember, we are trying to forecast what the future looks like for hiring in this industry so we can begin now to build workforce development programs.	
5	We have a couple of subsidiaries in our company. How do we handle them in this survey?	Prior Year	Resolved	Subsidiaries must be included in the survey if they are part of the parent organization. We do have companies with utilities identified as separate entities. They report at those separate company levels, not at the holding company level.	
6	We have corporate holdings in foreign countries. How do we account for them?	Prior Year	Resolved	This is a survey to identify workforce needs within the United States energy sector. We use federal government BLS data for analysis. There is no need for information on your workforce in other countries.	
7	We have water and wastewater utility service. Do we add them?	Prior Year	Resolved	We ask that you add those head count in the Non-Nuclear operations section.	
8	What is the approximate average time needed to complete the survey?	Prior Year	Resolved	The time each company needs to complete the survey will vary according to the structure of the company and the complexity and number of job roles. In previous years, the estimated time to complete the survey was as much as 60-80 hours. With the simplified process, that has been reduced substantially. One pilot respondent stated that the required time had been reduced from a week or more to a day or two, or more than a 60% reduction.	
9	What is the most difficult thing about this survey?	Prior Year	Resolved	The most difficult thing in previous years was mapping internal jobs to the business unit and job category on the survey, and then keeping that mapping consistent across the various fields reported: hires, attrition, and forecasted attrition. The good news is that the new process does not require detailed job-level mapping. Instead, respondents are asked to map their business units to the CEWD organization. That's it! The survey administrators have designed logic that does the detailed job-level mapping for you.	(Question posed to a Survey Ambassador)

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10	How do you approach this work? What does a typical project team look like?	Prior Year	Resolved	An individual in the HR Reporting and Analytics group usually leads the effort and pulls all historical data directly. Forecasted numbers and other info, such as financial contributions, are collected from other departments and merged into the final survey. To answer the new DE&I questions in the 2023 survey, it may be necessary to escalate to your company's management or senior leadership if you are unaware of which DE&I practices your company is "considering for next year" or "may consider in the future."	(Question posed to a Survey Ambassador)
11	What can you say about data security? Is the survey tool a safe means of conveying my data to the survey administrators?	2/22/2023	Resolved	The new process we will use for the Energy Industry Workforce Survey ensures a secure environment for participant data and provides improved security benefits from the prior process. For more details about data security and data handling precautions through every step in the process, please reference the appendix in the kick-off webinar presentation file.	Question from the pilot
12	My utility company has a regulated generation business as well as an unregulated generation business. Are both of those in-scope for the purpose of this survey?	2/23/2023	Resolved	If possible, we are interested in capturing all positions in the regulated and the unregulated business units. The positions in both business units should align to the CEWD business units and jobs construct regardless of the regulatory status of the assets being operated.	Question from the pilot
13	If we provided our data in the previous cycle, do we still need to submit five years of HRIS data, or can the team use the data we provided in the last cycle?	3/2/2023	Resolved	We are only requesting five years of data for those companies that are unable to provide hiring projections, to allow the administrators to potentially extrapolate hiring(?) projections on your behalf based on five years of historical data. If you are providing hiring projections, we are only requesting the two previous years of HRIS data (2021 and 2022).	Question from kick-off webinar
14	For the HRIS extracts, if we can provide actual retirement/termination dates for departures and DOB or age for active employees, the administrators will develop a forecast for retirements. An option is also provided to upload a separate file with departures if needed	3/2/2023	Resolved	That is correct. DOB or age, and often there is a field in HRIS data for RETIREMENT_DATE.	Question from kick-off webinar
15	Where will the recording of the kick-off webinar be housed?	3/2/2023	Resolved	It will be located on the CEWD Resources website, which can be found at the following link - https://cewd.org/members-only/reports-and-data/survey-resources/. Your company login and password will be required to access this webpage. Email staff@cewd.org if you need password support.	Question from kick-off webinar
16	Will the new process involve collecting or providing compensation data	3/2/2023	Resolved	No compensation data has never been collected in this survey nor will it be collected in the scope of this study.	Question from kick-off webinar
17	As we are working on our responses in the online survey tool, will you be able to start, save, and continue later?	3/2/2023	Resolved	Yes! That is one of the great functions provided by the Qualtrix survey tool. You can also share the unique link for your company with colleagues if you need to coordinate on answering different questions, and it will save everyone's work and pick up wherever the last person left off.	Question from kick-off webinar
18	If we don't have the job title mapping file sent previously, would you have templates that companies provided in the past so we can use a guide?	3/2/2023	Resolved	We haven't requested these job title cross references before, so previous submissions will be of limited value. You can find an illustrative sample file on the CEWD Resources site (see file called "Job Mapping Template - Sample Data").	Question from kick-off webinar

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19	As far as race goes, not all employees provide that detail, will there also be a field that reflect all others or race not identified? Another participant reiterated that there may be similar issues for Male/Female	3/2/2023	Resolved	Please provide whatever is captured in your HRIS for the "race" and "gender" fields accordingly for those instances. If the value is "not identified" or "all others," please provide that in the appropriate column in the HRIS extract template. We understand that different participants may have varying degrees of granularity in the reporting for certain values for now, and CEWD leadership is interested in establishing a baseline in this data collection cycle.	Question from kick-off webinar
20	Our company has operations internationally. Is the scope of this study only U.S.-based operations?	3/21/2023	Resolved	Correct. Please provide a response that represents U.S. operations only	Question from "office hours"
21	How do I handle a situation with the BU Mapping where my organization applies to multiple CEWD_ORGANIZATION values? For example, we have some business units with both gas and electric T&D responsibilities	3/21/2023	Resolved	You have two options… ☐ Option 1 – Perform mapping at a lower level that (e.g., DEPARTMENT vs. BUSINESS_UNIT) that allows for a 1-to-1 mapping ☐ Option 2 – Overwrite the HRIS extract data in the applicable field (e.g., BUSINESS UNIT) for the affected positions with a new value that enables a 1-to-1 mapping	Question from "office hours"
22	Regarding the RETIRE_DATE field in the HRIS extract – Are you interested in when folks are eligible for retirement, or are you looking for the actual date when people are expected to retire?	3/21/2023	Resolved	Use the retirement date in the system if applicable. The intent of this field is to understand expected departures due to retirement, regardless of whether or not someone actually qualifies for a company retirement package	Question from "office hours"
23	Where should I allocate supply chain information for a global company?	3/21/2023	Resolved	Supply chain should be allocated to "ADMIN-OTHER," and the scope of the study is focused on U.S.-based operations, so please exclude any non-U.S.-based operations from your response	Question from "office hours"
24	For the "REHIRE_DATE" field in the HRIS extract, are you only interested in the rehire date in the last two years for which we are providing data, or is this all time?	3/21/2023	Resolved	All time. The objective of this field is to understand length of service	Question from "office hours"
25	Can we do more with the Administrative Positions (further break them down and provide additional analysis)	3/21/2023	Resolved	Thanks for the idea. We will consider this for the next cycle	Question from "office hours"
26					
27	…				