



U.S. DEPARTMENT OF
ENERGY

Office of
Energy Jobs

EWAB Public Meeting

January 22, 2024
12:30-2pm



Meeting 5 Objectives

1. Present and discuss draft subcommittee findings and recommendations.
2. Confirm or revise findings and recommendations.
3. Review and discuss report drafting schedule and provide direction to report writing team.

Meeting 5 Agenda

1. Work plan discussion
2. Subcommittee report-out and discussion about findings/recommendations (up to 15 minutes/subcommittee)
 1. Combating Barriers to Energy Employment
 2. Effectiveness of Existing DOE Programs
 3. Measuring and Addressing Job Quality
 4. Scope Prioritization and Industry Targeting Needs (Targeting)
3. Public comment section (1:40 pm)
4. Closing reflections

Combating Barriers to Energy Employment: Members

- Deeana Ahmed, PhD (Chair)
- Amanda Cage
- Kay Seven
- Missy Henriksen
- Sarita Gupta

Combating Barriers to Energy Employment: Recommendations

1. Requiring specific wrap-around services for workers to be part of Community Benefit Plans (CBPs) and Agreements (CBAs).
2. Allocating subsidies for childcare support, increasing funding opportunities for childcare advocacy organizations and creating a repository of organizations that employers can partner with.
3. Improving and increasing access to free and low-cost education and training programs, including asynchronous options, paid training programs and on the job training.
4. Increasing youth exposure to clean energy learning and career opportunities, by integrating energy learning into K12 curricula and partnering with community organizations and NGOs.
5. Increasing awareness of and exposure to energy career pathways for job seekers, and provide career services to workers seeking these opportunities.
6. Working to make the energy workforce more accessible to women and non-binary people, BIPOC populations, workers with disabilities, and other historically underrepresented groups.
7. Increasing focus on worker retention in energy and infrastructure fields, with a focus on developing pathways for career growth.

Effectiveness of Existing DOE Programs: Members

- Jermaine Whirl, PhD (Chair)
- Dan Marschall, PhD
- Missy Henriksen

Effectiveness of Existing DOE Programs: Recommendations

1. Include workforce development in all DOE projects.
2. Design and implement a national campaign to highlight clean energy jobs.
3. Fund target populations through education organizations.
4. Fund supplies, equipment, and technology in post-secondary institutions.
5. Strengthen inter- and intra-agency collaboration.

Measuring and Addressing Job Quality: Members

- Maureen Conway (Chair)
- Becky Ervin
- Chris Levesque

Measuring and Addressing Job Quality: Recommendations

1. Ensure DOE staff are familiar with DOE's definition of a good job and how it applies to workforce investments and other DOE programs. Staff job quality workshops or other education opportunities can help staff learn what companies can do to improve the quality of their jobs and encourage staff to think about how to support companies in understanding and addressing job quality issues.
2. DOE should develop a baseline understanding of job quality that aligns with its definition of a good job. This would include information on not just on employment and wage rates, but also on how wages paid compare to industry peers, benefits, worker safety, opportunities for on-the job learning and advancement, assessment of worker voice, and appropriate compliance with employee classification and other labor market regulations. To the degree possible, data should be disaggregated by race and gender.
3. DOE needs a process for developing job quality assessment standards and accountability mechanisms.
4. DOE should develop low burden methods for collecting data to assess performance against job quality standards.

Scope Prioritization and Industry Targeting Needs (Targeting)

- Girard Melancon, PhD (Chair)
- Allison Ziogas
- Anne McMonigle
- Kay Seven
- Tom Kriger, PhD

Scope Prioritization and Industry Targeting Needs (Targeting)

1. Invest in training and related infrastructure in order to meet energy workforce demands, broaden the talent pipeline and support upskilling.
2. Facilitate relationships between energy and workforce stakeholders.
3. Measure and ensure equitable access and success for the broadest set of workers.

Key Report Production Dates

- **January 8:** members/subcommittees send detailed outline with findings and recommendations to the full group.
 - *Berkeley team begins compiling detailed outlines into draft 1.*
- **January 22** (virtual meeting): Subcommittees present their recommendations to the full group.
- **February 1: Draft 1 is shared with EWAB members.** Encouraged to send comments back by Feb 9, but hard deadline is February 14.
- **February 20** (virtual meeting): Discussion of themes and concerns from review of first draft.
- **February 23:** Draft 2 is shared with EWAB members for review.
- **March 1:** Deadline for EWAB members to send back revisions to Berkeley Labor team.
- **March 21** (*tentative date*): In-person full Board meeting to present recommendations to the Secretary.
- Throughout, EWAB members are encouraged to continue research, questions, working on content for Appendices.
- There are additional behind-the-scenes dates for DOE/Berkeley team.

Future Meetings

- February 20, 2024 (virtual)
- March 20, 2024 (*tentative; in-person)
- April 16, 2024 (*tentative; virtual)
- May 7, 2024 (*tentative; virtual)