

Summary Minutes of the U.S. Department of Energy (DOE)'s  
**21<sup>st</sup> Century Energy Workforce Advisory Board (EWAB)**  
Public Meeting

February 20, 2024 – 2:00pm to 3:30pm ET

The 21<sup>st</sup> Century Energy Workforce Advisory Board (EWAB) was convened for its 6<sup>th</sup> meeting, via WebEx Live, at 2:00pm ET on February 20, 2024. In accordance with Public Law 92-463, the meeting was open to the public from 2:00pm ET to 3:30pm ET.

*EWAB members present:*

- Amanda Cage, National Fund for Workforce Solutions
- Becky Ervin, United Auto Workers
- Dr. Daniel (Dan) Marshall, Institute of Public Policy, George Washington University
- Dr. Girard Melancon, National Council for Workforce Education
- Melissa (Missy) Henriksen, Center for Energy Workforce Development\*
- Dr. Thomas (Tom) Kriger, North America's Building Trades Unions
- Kay Seven, Co-Chair, Nez Perce Tribe
- Dr. Jermaine Whirl, Augusta Technical College
- Chris Levesque, TerraPower
- Maureen Conway, Aspen Institute

\* EWAB Chairperson

*DOE staff presenting and/or supporting the meeting:*

- Betony Jones, Director of Energy Jobs, Office of Energy Jobs
- Maya Goodwin, Senior Advisor, Workforce and Economic Opportunity Policy, Office of Energy Jobs
- Francisco Arzu, Contractor Support, U.C. Berkeley's Labor Center
- Pam Egan, Contractor Support, U.C. Berkeley's Labor Center
- Damaris Vargas, Contractor Support, Evoke Consulting
- Michelle Peoples, Contractor Support, Evoke Consulting
- Lino Pena-Martinez, Special Assistant
- Angelica Zamora-Duran, AAAS S&T Policy Fellow, Office of Energy Jobs

*Other attendees present for all or a portion of the meeting:*

- Andrew Reamer
- Jack Karsten
- Maria Race

*Meeting Summary*

*Subcommittee Report-Outs and Discussion*

Maya Goodwin, DFO, opened the meeting, noting this WebEx will not be recorded, however, the notes would be posted to the EWAB's public website. Ms. Goodwin took roll call to ascertain a quorum of Advisory Board members in attendance, noting 10 EWAB members present. Upon completion of the roll call, she turned the meeting over to Melissa Henriksen, EWAB Chairperson, for a brief welcome and overview of the meeting agenda.

Ms. Henriksen recapped the EWAB’s mission focus – to develop a strategy for DOE to support and develop a skilled energy workforce to meet the changing needs of the U.S. energy system. She noted the EWAB has been tasked with developing a workforce strategy that will further DOE’s current efforts to create jobs, ensure job quality, and equitable access to energy-related jobs. The EWAB identified four (4) core areas to focus their efforts on – 1) Combatting Barriers to Energy Employment; 2) Measuring and Addressing Job Quality; 3) Scope Prioritization and Industry Targeting; and 4) Effectiveness of Existing DOE Programs – and developed subcommittees to address each.

The purpose of today’s meeting was to discuss the report status and drafting schedule, hear from subcommittees about statuses/findings/progress/recommendations and ask the Board for comments/recommendations. Ms. Betony Jones discussed and provided remarks on the Battery Workforce Initiative and its efforts. The Board will revisit the request of the statute to identify finding/recommendations. There was also time set aside for discussion among Board members and for public comments.

#### [Report Production Timeline](#)

The Berkeley Labor Center Team noted that a solid strategic draft will be shared with Board members on February 26th. They are requesting subcommittees to send their feedback by March 4<sup>th</sup> if possible, with a hard deadline March 11. After incorporating feedback from the Board into the report, the Office of Energy Jobs (OEJ) will send the report to the DOE’s internal Energy Workforce Strategy Council (EWSC) for feedback, an internal forum of senior leaders in DOE that oversee workforce development programs and activities and that OEJ facilitates. After rounds of feedback, incorporation, and revisions there will be another public meeting scheduled for mid-April. The Board is currently aiming to finalize its first report in May or June.

#### [Scope Prioritization and Industry Targeting Needs](#)

**Scope Prioritization and Industry Targeting Needs:** This subcommittee identified (3) recommendations/highlights with insights from the other subcommittees: 1) investing in training and related infrastructure to meet the energy and workforce demand and broaden the talent pipeline and supporting upskilling, noting a lack of investments in Career and Technical Education (CTE) programs, 2) facilitating relationships between energy and workforce development stakeholders, and 3) DOE projects and funding opportunities should require meaningful identification and enactment of activities that reduce barriers to the energy sector for historically underrepresented populations. One board member recommended there be increased collaboration between pre-apprenticeship and community-based programs.

#### [Brief Remarks on Battery Workforce Initiative](#)

**Battery Workforce Initiative:** The Battery Workforce Initiative is convening a broad group of industry leaders and collaborators to develop nationally accepted training guidelines to support the rapid development of a globally competitive U.S. advanced manufacturing industry. The U.S. Department of Energy (DOE) is sponsoring this initiative, in coordination with the U.S. Department of Labor, Working for America Institute, Li-Bridge alliance, and other organizations. The BWI is designed to strengthen the domestic economy and clean energy supply chains by helping employers meet the increasing demand for skilled workers that has been spurred by private investment in this emerging domestic industry.

The purpose is to allow battery industry companies to cooperate in the development of training by sharing non-proprietary requirements for high-demand occupations. This initiative will engage training experts from manufacturers, labor, education, government, and other organizations to participate in facilitated workshops that quickly distill common skills and abilities needed in each industry segment and accelerate decision making. They will translate those needs into educational and on-the-job training requirements, forming the basis for training materials and guides.



Betony Jones noted this initiative has partnered with several community colleges that have created training programs. Some of those institutions have existing formal partnerships with Panasonic and LG Energy Solutions. The invitations for a Community College Roundtable were based on a map of future locations of the announced battery cell factories. The career focus for this initiative will be on machine operator and machine maintenance technicians.

#### Public Comment Section

This meeting had one public commenter. The public commenter provided the group with (6) recommendations and suggestions for each subcommittee on researching data and institutional-free findings that will assist in providing a strategy for change. He proposed (1) to refer and respond to workforce development strategies and plans in DOE supply chain reports, (2) ask the Employment and Training Administration (ETA) to generate a map of in-demand energy occupation by state, (3) consider making use of the ETA Renewable Energy Competency Model, (4) consider how a revised DOL Schedule A might be helpful to filling energy jobs with a lack of trained personnel, (5) consider how DOE could take advantage of the Center for Renewable Energy Advanced Technological Education (CREATE) program funded by the National Science Foundation's Advanced Technological Education Program, and (6) meet with the DOL Workforce Information Advisory Council (WIAC) regarding their efforts to improve data on workforce skills.

The board expressed gratitude to the public commenter for his comments and additional resources to aid the group.

#### Response to Sectoral Workforce Discussion Questions

##### Combatting Barriers to Energy Employment

**Combatting Barriers to Energy Employment:** This subcommittee summarized their recommendations to the question regarding how to identify energy sectors in greatest need of workforce training as (1) evaluate which energy sectors are awarded the greatest number of investments as a metric of job creation and workforce training needs, (2) ensure core skills are part of the national K-12 curriculum as well as technical schools and higher education facilities, and (3) include teaching as a necessary skill to ensure a successful transfer of knowledge. They suggested prioritizing foundational skills required rather than focusing on specialized skills for specific energy technologies.

A Board member recommended that DOE expand partnerships with energy offices and community colleges or community-based organizations for weatherization programs and other energy related sectors by leveraging the National Labs. The Board member also recommended establishing dual training opportunities for weatherization training and other sectors, with stackable credentials. Another Board member added that examining how the Department of Energy (DOE)'s role within the National labs' strategies, focus and infrastructure could aid the energy sector workforce. The commonality across the advisory board is focusing on building skill set and retention.

The chairperson requested that all additional comments and suggestions be submitted to the UC Berkeley Labor Center team.

*Meeting Adjourned* at approximately 3:30pm Eastern.

Respectfully submitted.

Maya Goodwin  
Designated Federal Officer

I hereby certify that these meeting minutes of the January 22, 2024, EWAB meeting are true and correct to the best of my knowledge.

A handwritten signature in black ink that reads 'Missy Henriksen'.

Melissa (Missy) Henriksen  
Chair, EWAB