

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

September 10, 2024 – 11:05m to 12:00pm ET

The 21st Century Energy Workforce Advisory Board (EWAB, “the Board”) was convened for its 9th meeting, via WebEx Live and in-person at the DOE Forrestal Building, at 11.05am ET on September 10, 2024. In accordance with Public Law 92-463, the meeting was open to the public from 11:05am ET to 12:00pm ET.

EWAB members present:

- Deanna Ahmed, PhD, Our Next Energy
- Amanda Cage, National Fund for Workforce Solutions
- Maureen Conway, the Aspen Institute
- Becky Ervin, UAW
- Sarita Gupta, Ford Foundation
- Melissa (Missy) Henriksen, Center for Energy Workforce Development
- Chris Levesque, TerraPower
- Dr. Daniel Marschall, George Washington University Institute of Public Policy
- Dr. Girard Melancon, National Council for Workforce Education
- Kay Seven, Co-Chair, Nez Perce Tribe
- Dr. Jermaine Whirl, Augusta Technical College
- Allison Ziogas, ORSTED Americas, Inc.

DOE staff presenting and/or supporting the meeting:

- Maya Goodwin, Workforce Strategy Lead and EWAB Acting Designated Federal Official (DFO), Office of Energy Jobs
- Carla Frisch, Acting Executive Director and Principal Deputy Director, Office of Policy
- Betony Jones, Labor Advisor to Secretary Granholm, Director, Office of Energy Jobs
- Vanessa Grisko, Chief of Staff, Office of Energy Jobs
- Sally Oh, ORISE Science, Technology, & Policy Fellow, Office of Energy Jobs

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

- Martha Ross
- David Keyser
- Leland Cogliani
- Rob Kennedy
- Tracy Ariel
- Cindy Winland
- Otto Katt
- Bud DeFlaviis
- Emily Robertson
- Solomon Morgan
- Angela N. Son
- Angelica Zamora-Duran
- Palmer Schoening

- Julie Carruthers
- Brian Anderson
- Melissa Brodeur
- Rachel Shi
- Pete Bailey
- Amy Peterson
- Angela Dayton
- Kate McGrath
- Emily Tavarez
- Melinda Higgins
- Lisa Roberts
- Jeremy Avins
- Meryem Karad

Meeting Summary

Maya Goodwin, DFO, opened the meeting, noting that this meeting is recorded and would be posted on the EWAB's public website. Ms. Goodwin recognized the unanimous vote of the EWAB to submit the first recommendations report to the Department with no dissenting opinions. She then reviewed the meeting procedures according to FACA rules, noting that only the EWAB and certain members of the Department would be able to ask questions, that the public comment period would be reserved starting at 11:35am, requesting public participants to email ewab@hq.doe.gov for public comment requests, and for members of the press to contact herself or EWAB members directly outside of this meeting. Ms. Goodwin then took roll call to ascertain a quorum of Advisory Board members in attendance, noting 12 EWAB members present. Secretary Jennifer Granholm joined the meeting while roll call was being taken. Ms. Goodwin concluded the roll call. Carla Frisch (Office of Policy Acting Executive Director and Principal Deputy Director) introduced and welcomed Secretary Granholm to the meeting.

EWAB Recommendation Report-Out

Missy Henriksen, Chair of EWAB, opened the presentation. The Chair noted that the purpose of today's presentations is to highlight topline recommendations in the report, which presents a case for how the Department can sharpen its workforce strategy. She highlighted the central themes that shaped the recommendations, including the expansion of the Department's focus to support construction, manufacturing, and other parts of the energy workforce that are vital to energy infrastructure and supply chains. She stressed that the Department's work, and the paper's recommendations, focus on the entirety of the industry's ecosystem. The Chair urged the Department to issue an agency directive adopting a set of uniform principles for all DOE workforce activities, institutionalize the Department's coordination of workforce activities internally and across federal agencies, and integrate six interdependent workforce strategies to support the Department's industrial strategy for the energy and manufacturing sectors. The Chair introduced the subcommittee chairs to present highlights of the third strategic recommendation.

Dr. Jermain Whirl, Chair of the Effectiveness Subcommittee, emphasized the importance of the Department leveraging its data to inform the Department's workforce strategy. Maureen Conway, Chair of the Job Quality Subcommittee, uplifted the Department's position for establishing a sector strategy to build and strengthen the energy workforce through partnering and convening employers and workers. Dr. Deeana Ahmed, Chair of the Combatting Barriers Subcommittee, presented the need for a place-based strategy for investing in organizations that work closely with disadvantaged and energy communities to build a more inclusive energy workforce. Finally, Dr. Girard Melancon, Chair of the Targeting Subcommittee, called for the Department to

define and measure success regarding its investment in workforce development and the workforce impacts of deployment projects.

Chair Henriksen welcomed Secretary Granholm’s remarks and feedback on the recommendations.

Secretary Granholm thanked the Board for compiling a comprehensive strategy that covers a wide set of industries, workforce skills, and federal agencies. Secretary Granholm noted that these recommendations could guide and aid existing initiatives of the Department, including Community Benefits Plans, REDI, and RAMP. She echoed the importance of supporting data-driven sectoral and place-based strategies to drive the nation’s clean energy investments, and how these recommendations can serve as the template for their implementation.

Public Comment Section

This meeting did not have any public commentators.

Next Steps

Ms. Goodwin, noting that no public comments were received, facilitated the transition to a discussion led by Board Chair Henriksen. The first topic of discussion centered on the process for next steps after the recommendations report was submitted. Ms. Goodwin responded that the Secretary would provide a formal response that addresses which recommendations will be adopted by the Department with a high-level comment on the implementation plan. This response will be provided within 90 days of the report submission per the statute requirement. Ms. Goodwin noted some near-term priorities identified by the Board in the broader recommendations, which include an analysis of DOE investment in workforce development activities involving the National Laboratories and of barriers for underrepresented populations entering the energy workforce and starting a plan for kickstarting sectoral workforce development initiatives.

Chair Henriksen added that, based on other discussions, the Board will focus on job quality standards, developing sector strategies, identifying skills needed in key sectors, and assessing place-based strategies, especially in communities with significant decline and growth of opportunities, fortifying DOE staff capacity and understanding of workforce strategies, and learning from other federal agencies as part of next steps.

Final Comments

One Board member commented that this report is very comprehensive and will serve as a historic document as the nation transitions and evolves its energy economy. The member highlighted the report’s thorough presentation of policy direction, policy prescription, and best practices. The member iterated the need for simultaneous effort to raise the credibility and legitimacy of workforce development programs, which could be kickstarted by more thorough research that can help identify and highlight best practices of the workforce development system. The member suggested that providing resources for targeted reports and spreading awareness could be DOE’s role.

Ms. Frisch commented that eagerness to learn how DOE programs affect and could more effectively engage the workforce has grown department-wide at a time of significant change in the energy sector and the Department. Ms. Frisch also noted the increase in dollar investment towards workforce development, mostly through the Energy Efficiency and Renewable Energy Office as they relate to the Building Trades workers. Ms. Frisch then reiterated that implementing the adopted recommendations

would entail a collaborative effort across different offices within DOE to ensure that it best leverages the Department's various programs.

Betony Jones, Director of the Office of Energy Jobs, provided final remarks. Ms. Jones reemphasized the critical need of the Board's thought leadership at an inflection point for the energy sector and the Department as it transitions from its historic focus on R&D to deployment. She noted that EWAB has excellently balanced and helped address the various dichotomies facing the Department including identifying DOE's assets and areas for improvement, pull and push mechanisms of workforce development and career pathways, and assessing workforce needs and opportunities for a diverse and inclusive strategy to close those gaps. Finally, Ms. Jones highlighted a deeper dive into sector strategies, retention of displaced workers, and continued reflection on gaps as priorities for her office.

Chair Henriksen, noting there were no final comments and thanking the Board members for their contributions, called to adjourn the meeting.

Ms. Goodwin encouraged members of the public review the report and presentation deck that would be available on the EWAB public website and share comments to ewab.hq.doe.gov. She then formally adjourned the meeting.

Meeting Adjourned at approximately 12:00pm Eastern.

Respectfully submitted.

Maya Goodwin

Acting Designated Federal Officer

I hereby certify that these meeting minutes of the September 10, 2024, EWAB meeting are true and correct to the best of my knowledge.



Melissa (Missy) Henriksen

Chair, EWAB