



Summary Minutes of the U.S. Department of Energy (DOE)'s 21<sup>st</sup> Century Energy Workforce  
Advisory Board (EWAB)  
Public Meeting on November 20, 2023

## Meeting Participants:

### *21st Century Energy Workforce Advisory Board Members*

- Maureen Conway, Aspen Institute
- Becky Ervin, UAW
- Sarita Gupta, Ford Foundation
- Missy Henriksen, Center for Energy Workforce Development
- Dr. Tom Kriger, North America's Building Trades Unions (NABTU)
- Chris Levesque, TerraPower
- Dr. Daniel (Dan) Marschall, George Washington University Institute of Public Policy
- Anne McMonigle, LA Apprenticeship Readiness Fund
- Dr. Girard Melancon, National Council for Workforce Education
- Kay Seven, Nez Perce Tribe
- Dr. Jermaine Whirl, Augusta Technical College
- Allison Ziogas, Orsted

### *DOE Staff Presenting and Supporting the Meeting*

- Maya Goodwin, Senior Advisor, Workforce and Economic Opportunity Policy, Office of Energy Jobs
- Piper O'Keefe, Policy Analyst and Designated Federal Official for the EWAB, Office of Energy Jobs
- Natalie Williams, Master Scheduler/Executive Assistant, Office of Policy
- Francisco Arzu, Contractor Support for the Office of Energy Jobs from U.C. Berkeley's Labor Center, Co-Director of the Labor Center's Green Economy Program
- Pam Egan, Contractor Support for the Office of Energy Jobs from U.C. Berkeley's Labor Center, Co-Director of the Labor Center's Green Economy Program
- Jennifer Miller, Contractor Support for of the Office of Energy Jobs from Evoke Consulting
- Irem Inal, Contractor Support for the Office of Energy Jobs from U.C. Berkeley's Labor Center, Co-Director of the Labor Center's Green Economy Program

### *Other Attendees*

- Bonnie Krueger
- Ed Monachino
- Erika Symmonds
- Pam Frugoli, DOL
- Gabriel Bohnee

- Griffin
- Jaclyn O’Day
- Jenny Starrs
- Lucas Arbulu
- Matt Fieldman
- Monica Brummer
- Ruda Pollard
- Ryan Servais
- Thomas Philips
- Ugur Pasaogullari

## Date and Time

- Monday, November 20, 2023
- 12-1:30pm Eastern

## Location

- Virtual

## Purpose

- EWAB Public Meeting

## Meeting Summary

This is the third 21<sup>st</sup> Century Energy Workforce Advisory Board (EWAB) meeting. The meeting was conducted virtually via WebEx. The meeting was called to order at approximately 12:00pm Eastern. The meeting was attended by members of DOE’s Office of Energy Jobs team, 12 EWAB members, members of the public, and others across DOE. Discussion focused on the EWAB’s report plan and progress.

## Public Meeting

**Then-DFO Piper O’Keefe** opened the meeting by addressing logistical items. She then took roll call to ascertain a quorum of attendees for the record (12 EWAB members responded as present). Upon completion of the roll call, she turned the meeting over to an Office of Energy Jobs staff member.

**The DOE staffer introduced the Secretary’s appointed EWAB’s Chair** – Missy Henriksen, a member of the EWAB and Executive Director of the Center for Energy Workforce Development.

The newly appointed Chair thanked the DOE staff and spoke about how honored she is to be leading the EWAB. She then outlines the meeting’s agenda and objectives (1. Discuss report-writing work plans and format. 2. Discuss subcommittee progress and needs. 3. Discuss key strategies that may be focal points). She turned the meeting over to the contractor support from Berkeley Labor Center to lead a discussion about the EWAB’s report.

**The Berkeley Labor Center Support team** reminded the members that the report should give findings and recommendations speaking to the Statute that created the EWAB; but beyond that, the structure is left up to members.

**The EWAB Chair opened the floor for discussion;** reminding members that they previously discussed aiming for a 12-page report with appendices.

**EWAB member discussion:**

- An EWAB member said that she and her subcommittee, focused on barriers to employment, talked about using an appendix for more data, case studies, and current models of work.
- An EWAB member shared that his subcommittee, focused on the effectiveness of DOE programs, talked about also including a 3–4-page, high-level summary at the beginning of the report and then using the appendices to highlight best practices/scalable models.
- The EWAB Chair agreed that referencing best practices is important to ensure that the EWAB’s recommendations are grounded in doable examples. She reiterated the goal of having a draft of the report done in January 2024 and aiming for 12 non-appendix pages, meaning roughly 3 pages for each subcommittee. Finally, she reinforced that this report is the first of many. She then opened the floor for subcommittees to report out about what they’ve been talking about.

**An EWAB member reported out for the Combatting Barriers to Energy Employment subcommittee.**

- The presenting EWAB member shared that her subcommittee is focusing their work around four different themes –
  - 1.1. Identifying common barriers: They talked about living wages, energy jobs as a path to the middle class, state investments driving energy jobs, and challenges of energy not being a national career path.
  - 1.2. Assessing the effectiveness of existing DOE workforce training, investments, and provisions of financial and non-financial wrap-around supports: They’d like more information about federal and state-funded, NGO-provided wrap-around support; to identify national trends; and to talk with DOE offices.
  - 1.3. Support for wrap-around support services (for example, childcare, elder care, transportation, housing, career navigation services): They want to look at wrap-around services available in the industry, geographic differences, tribal training program models, and other good models/case studies.
  - 1.4. Effectively embedding these supports in DOE investments: They talked about speeding up permitting with deep community engagement and the need to locate new projects in disadvantaged communities.
- An EWAB member thanked her for sharing and said that her Job Quality subcommittee is also looking at outcome metrics, so she believes there is overlap that they can coordinate on. This member also responded that their outcome data needs will likely deal with program completion and job placement rates, but they have only talked in generalities. She said that the subcommittee’s lead would be interested in the overlap and wondered if the Targeting group had overlapping data asks. On questions about the interviews and any other strategies they plan on employing to get information from DOE, the EWAB member responded that they’d like to make a list identifying who to interview in coordination with other EWAB members to prevent

duplicating efforts and would welcome continued conversations. Another EWAB member commented that she had a positive experience working with the Aspen Institute through the Center for Native Youth on the Braveheart Fellowship and said that she would be interested in collaborating on deciding who to interview, and that she knows a person representing tribal nations who would be a good addition to that list.

The Board Chair asked a DOE staffer to share their thoughts on the best way to effectively talk to DOE offices. The DOE staffer proposed that she could organize one-hour drop-in sessions with the EWAB's priority offices at DOE. They suggested subcommittees draft and share questions with DOE ahead of time and coordinate internally about who will represent their subcommittee in the meeting.

- An EWAB member shared that his subcommittee is interested in if specific programs have done evaluations. Another EWAB member followed up that, so far, they have 6 specific programs they'd like to find metrics on.

**The Board Chair** turned the meeting over to the Job Quality subcommittee.

- The presenting EWAB member said that her subcommittee has not yet met but has emailed a few thoughts. She shared that while thinking about job quality is relatively new in workforce development. From what she's seen, DOE has some stated job quality standards and has aligned with the Department of Labor's Good Jobs Principles. The principles she's seen have included: fair and transparent equitable pay, basic benefits, opportunities for workers to have a collective voice, help employees develop skills and advance career path, predictable schedules, safe healthy workplace, proper classification, and the right to form unions. Moving forward, her subcommittee will look into how well and how consistently the idea of job quality is being communicated; if it is consistent across the different workforce programs; and how well the performance standards and data reporting indicate alignment with DOE's job quality vision.
- An EWAB member added that UAW's recent contracts tried to include similar job quality measures, and she's looking forward to working with the subcommittee lead and bringing in the perspective of how energy sector changes will impact blue collar working people.
- An EWAB member shared his excitement to work in this subcommittee, as he believes that energy jobs can be uniquely great jobs. He shared that he'll bring his experience in industry, such as with a BIL grant his company has to build an advanced nuclear plant at a retiring coal plant in Wyoming – where just last week, he was able to talk to the 50 union workers there about their skills' transferability.

**The Board Chair**, seeing no questions for the Job Quality group, turned the meeting over to the Scope Prioritization and Industry Targeting Needs subcommittee.

- The presenting EWAB member shared that his subcommittee is looking at the strengths and weaknesses of existing DOE reports, starting with the 2023 US Energy and Employment Report ([USEER](#)). In this report, they've noticed that the categories tracked aren't fully correlated with the workforce demand in BIL/IRA funding. Additionally, Allison observed that USEER did not fully reflect the scale of current wind industry job demand. In terms of structure, his subcommittee is thinking about including regional considerations and appendix explanations. They've already identified the need for more skilled electricians; for more skill advancements for current automotive technicians; and considerations for the rollout of new technologies for heavy

equipment. They're also looking into the needs of specific technologies, like solar energy (including talking to the Office of Indian Affairs about short-term, night-time classes for credentialing) and different successful training models (like apprenticeships).

- An EWAB member asked whether they had considered the types of people who could participate in night-time trainings and the limitations others, such as parents, could face? The presenting member thanked her for that good point, as he has advocated for childcare options for nighttime shift workers in his work, and explained the example of night classes for solar credentials came from the Office of Indian Affairs as a model they've developed with some tribal communities. He thinks various groups and companies have employed a lot of innovative models of incumbent worker training, and his subcommittee will need to look into them while being mindful of barriers.

**The Board Chair** turned the meeting over to the subcommittee looking at the Effectiveness of Existing DOE Programs.

- The presenting EWAB member highlighted three main questions his subcommittee is focused on –
  - 1.1. What do we know about DOE and how does this support workforce now and specifically, what are the effectiveness gaps? For this, they are looking for information about KPIs and strategic plans at DOE.
  - 1.2. How does DOE leverage existing capacities and assets, specifically the national labs? For this, they are also looking into how the labs and DOE are connected with local industry, colleges, private firms, etc.
  - 1.3. What is the big picture of where DOE should be more involved/intentional with workforce development? If DOE had a billion dollars to invest each year in workforce development, what should that look like?
- An EWAB member added that a colleague of his at GW Institute of Public Policy with expertise in federal programs shared that there may be past research and evaluation done that is not readily available. The presenting member shared that he would like to discuss potential overlap between their subcommittees.

**The Board Chair** thanked everyone for sharing about their work so far, and encouraged conversations to continue over Teams. She also reminded everyone to continue to rely on the statute as a guide.

**The DFO** opened the floor for public comments and noted that there were none.

**The Board Chair opened the floor for any remaining questions from the members.**

- An EWAB member asked where she could go to find all the documents shared with the EWAB. The then-DFO responded that they were available on the EWAB website - <https://www.energy.gov/policy/21st-century-energy-workforce-advisory-board-ewab>.
- The Board Chair thanked a public participant for putting in the chat that he was in the meeting from a National Lab. An EWAB member added that her son grew up with the Hanford National Lab, as the Nez Perce tribe is a party to the Nuclear Regulatory Act of 1986 with the Hanford Site. She mentioned that a national group, the State & Tribal Government Working Group (STGWG) could offer good perspective to the EWAB.

- The Board Chair additionally mentioned that her organization has created a [Workforce Primer](#) about the energy sector's challenges and opportunities with workforce development, sharing that its primary audience is contractors and utilities. She then asked for any comments from DOE and/or Berkeley.
- The then-DFO asked if members prefer meetings to be more conversation-based, like this one, or presentation-based, like the previous meetings. The contractor support added that she heard lots of good crossovers between the subcommittees' work in this meeting and encouraged the subcommittee members to attend each other's meetings and share information to continue building connections, which will help lead to a consistent report. Another contractor support added that the idea to include case studies in the appendix to the report is good, and he encouraged the subcommittees to share those documents ASAP to start a compilation of resources.
- An EWAB member said that she would like to share the information for the next public meeting with the STGWG to encourage them to give a public comment about any other tribes' agreements with DOE.

The DFO shared that the next meeting is December 12<sup>th</sup> and public commenters should email [EWAB@hq.doe.gov](mailto:EWAB@hq.doe.gov).

A DOE staffer thanked everyone for their participation and said that DOE will be reaching out about organizing listening sessions with different DOE offices for small groups of EWAB members (ideally one representative from each subcommittee) and about scheduling public meetings for the next 7 months.

**The Meeting Adjourned at approximately 1:30pm Eastern.**

Respectfully submitted.

Maya Goodwin  
Designated Federal Officer  
January 29, 2025

I hereby certify that these meeting minutes of the November 20, 2023 EWAB meeting are true and correct to the best of my knowledge.



Melissa Henriksen  
Chair, EWAB