

Each year, CEWD develops strategic goals in the areas of Workforce Planning, Career Awareness, Education, and Member Value and Support. To see a complete list of CEWD's 2019 Strategic Goals, click [here](#). Following is a snapshot of some first quarter accomplishments we invite you to share with your organization.



Member Value and Support: *Building Industry Awareness at Harvard*

Since its beginning, CEWD has worked to build awareness of the energy industry and the value of its skilled jobs among technical school, community college, and high school students. But most recently CEWD has also been building awareness of the challenges our industry faces soliciting feedback from some of the brightest business minds in the country—those at Harvard Business School. In 2018, CEWD was approached by Harvard about being featured as a case study as part of Harvard Business School's Managing the Future of Work Research Project. The Project's current research areas focus on six forces that are redefining the nature of work in the United States, including jobs in the energy industry:

- Technology trends like automation and artificial intelligence
- Contingent workforces and the gig economy
- Workforce demographics and the “care economy”
- The middle-skills gap and worker investments
- Global talent access and utilization
- Spatial tensions between leading urban centers and rural areas

Most recently, during the second teaching of the CEWD case study, CEWD Board Chair Beth Reese participated and addressed the students.

Growing awareness of the challenges faced by the energy industry among young business minds is inviting conversation about potentially better ways to meet the challenges going forward. Such conversations serve to benefit us all. Read the full case study [here](#).



Workforce Planning: *But, How Would You Know?*

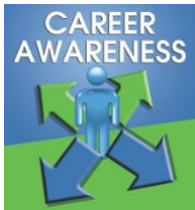
That's the question CEWD Executive Director Ann Randazzo likes to ask when members say they think they're making progress in addressing their workforce issues. Knowing for sure that progress is occurring boils down to clearly defining what progress would look like and measuring how effectively you're getting there.

A small group of CEWD members—Alliant, Consumers, Duke Energy, Southern Company, Southern Nuclear, and Washington Gas—are participating in the CEWD Measuring Progress pilot, using a set of metrics defined by a sub team of the CEWD Executive Council. They focus on measuring outcomes in Building the Talent Pipeline, Recruiting and Hiring, and Employee Development and Retention.

Each company has identified one or more demographics they want to track and measure. Data is for the company's own use and won't be collected by CEWD, but the effectiveness of the measurement process itself will be documented and shared with all CEWD members. Pilot members are participating in quarterly calls, and the pilot will run through first quarter 2020.

If you'd like to learn more about the pilot, contact ann@cewd.org.

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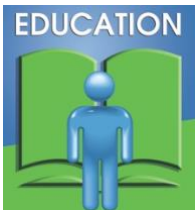


Career Awareness: *Something Looks Different*

If you've visited CEWD's websites lately, you may have noticed some changes. CEWD has revamped and freshened www.cewd.org, www.troopstoenergyjobs.com, and www.getintoenergy.com. The Get into Energy site also has a new youth page, focused on STEM: <https://stem.getintoenergy.com/>. As a reminder, Troops to Energy Jobs and Get Into Energy are public sites; anyone can access those. There are also public resources on the CEWD main site, but to get to the good stuff in the Member Wizard, you'll need your company username and password.

Speaking of the Member Wizard, a new Diversity and Inclusion National Template is now available. The template is based on the *Making a Connection to a Diverse, Qualified Workforce* Assessment Tool and Playbook. Several new tools will be added this year to support the assessment, along with a more robust focus on individuals with disabilities, in partnership with the Employee Assistance and Resource Network (EARN).

If you've misplaced your username and password or need help navigating any of the sites, contact your region consultant: Ray@cewd.org for the Northwest, West, and South; Beth@cewd.org for the Midwest; or Rosa@cewd.org for the Northeast, Mid-Atlantic, and Southeast.



Education: *EI Pre-employment Tests and Get Into Energy Test Prep Updates*

Rob Michel, Ph.D., Senior Director for EEI's Testing Department, and Valerie Taylor, CEWD Education Consultant, teamed up in February to deliver the latest on EEI's pre-employee testing resources and an update to CEWD's Get into Energy Test Prep Workshop. The instructor-led, 20-25-hour Get Into Energy Test Prep Program focuses on problem-solving strategies and exposes students to the types of questions on the EEI CAST, MASS, and POSS tests. The Program materials are available free of charge to CEWD/EEI members.

Entergy is one of several CEWD members working with their education partners to offer the program. Amber Lopez, Manager of Workforce Planning, joined the webinar to describe the results Entergy is seeing in using the workshop. To view the presentation, [click here](#). Or, better yet, listen to the full webinar by following this [link](#).

A Parting Request: *Please Complete the Survey!*

Collection of data for the 2019 Gaps in the Energy Workforce Survey is underway. If you're new to CEWD, you may not be aware that the Survey has been conducted since 2007 and is the only source of data on energy jobs at the national and state level that is backed up with actual input from the companies who employ the workers. The primary purpose of the Survey is to anticipate national trends in the energy workforce and to identify national priorities for workforce development. The results are also used by individual companies and State Energy Workforce Consortia to identify supply and demand gaps for the workforce. CEWD members should have received a request to participate in January. If you missed yours, contact Dana@cewd.org.

Through April, 15 companies had submitted their data and another 44 were nearing completion. The deadline for data submittal is May 31.

For more information on what's happening with CEWD, go to www.cewd.org or contact staff@cewd.org.

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