

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 accomplishments that we invite you to share with your organization.



### **Member Value and Support: *New Technical Training Benchmarking Group***

CEWD has developed the charter and organized a small group of CEWD members to participate in a new Technical Training Community of Practice. The group has developed a list of initiatives, including partnering with the Electric Power Research Institute (EPRI) on a planned EPRI U Technical Training Forum in October at EPRI Headquarters in DC. To learn more about the Technical Training Community of Practice or the work underway with EPRI, contact Ray Kelly ([ray@cewd.org](mailto:ray@cewd.org)).

### **Member Value and Support: *2019 Regional Meetings Are Complete!***

Each year, CEWD goes on the road to provide regional updates to its members. The 2019 Regional Meetings, with the highest number of attendees in history, were hosted in Tucson by Tucson Electric, in Florida by NextEra, in Minneapolis by Xcel, and in DC by Edison Electric Institute. A highlight of the 2019 meetings was the pre-meeting Military Workshop designed to help members improve their workforce development strategies for veterans and the military. Representatives of Veterans in Energy (VIE), the national group comprising veteran employees in the energy industry, attended the meetings and encouraged companies to send representatives to the 2019 VIE Forum in September. To learn more about the upcoming VIE Forum, visit [the Veterans in Energy website](#). The regional meeting agenda was devoted to strategies, member best practices, and resources review for the four components of CEWD's workforce development framework: Readiness, Building the Talent Pipeline, Recruiting and Hiring, and Employee Development and Retention. To read summaries of the Regional Meetings and learn more about CEWD's Workforce Development Model, follow this [link](#).

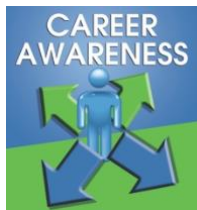


### **Workforce Planning: *And the Survey Says...***

Data collection from CEWD's members for the 2019 Gaps in the Energy Workforce Survey is complete, and analysis is underway. Of the 70 companies participating in the survey, 47 are investor-owned utilities, 20 are public power utilities, and 3 are rural electric cooperatives (NRECA for national results and 2 individual cooperatives). Nuclear results are broken out separately and will be sent to the Nuclear Energy Institute by the end of June. Complete results will be available at the end of the year, with individual reports going to those members who participated. If you want to be among the first to soak in the new data, plan now to attend the CEWD Annual Summit November 12-14, 2019, at the Crystal City Marriott in Arlington, VA, where CEWD's Ann Randazzo will review the results and their implications for workforce development in the industry. However, a quick peek at the initial analysis indicates that non-retirement attrition in the industry is continuing to increase and outpace retirement attrition, which has returned to normal levels. The increase in non-retirement attrition reinforces the need of CEWD and its members to increase focus on employee development and retention strategies.

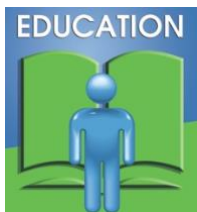
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### **Career Awareness: A New Way to Stay in Touch with Youth**

CEWD has partnered with member sponsors Southern Nuclear and Georgia Power to develop a Get Into Energy / Get Into STEM Student Registration Site, designed to capture data on students in grades 6–12 who participate in energy-focused programs and indicate an interest in the industry. The database enables CEWD member companies to track their energy-focused program attendees, connect with them as well as their parents via phone or email, and allow them to keep track of the students after they graduate. Students and parents have the ability to log into the database to update contact information. The website complies with the Child Online Privacy and Protection Act (COPPA). Southern Nuclear and Georgia Power are using the site successfully to track students in their talent pipeline programs, with nearly 100 students already registered. CEWD delivered a [webinar](#) in May about the database and how member companies can use it. If you'd like to learn more, contact your region consultant, Beth Britt ([beth@cewd.org](mailto:beth@cewd.org)), Ray Kelly ([ray@cewd.org](mailto:ray@cewd.org)), or Rosa Schmidt ([rosa@cewd.org](mailto:rosa@cewd.org)).



### **Education: Google and JFF May Have the Answer to Our IT Deficit**

CEWD is exploring a potential partnership with Google and Jobs for the Future (JFF) to support the scaling of the Google IT Support Professional Certificate. The certificate, developed by Google, is designed to prepare students for IT support roles. In particular, it creates opportunities for students and workers, including those from low income and marginalized populations, to enter self-sustaining careers. JFF has worked with Google over the past year to pilot offering the certificate at 25 community colleges. The program covers all the fundamentals of IT support, including trouble shooting, customer service, networking, operating systems, system administration, and security. With support from Google, the initiative is being rolled out with multiple strategies to focus on state implementation. CEWD has recently added support positions like those in IT to its critical jobs list, as the workforce impact of enabling technologies in the *CEWD National Strategic Workforce Plan: Game Changers* describes a growing need in the industry for IT workers. Stay tuned as CEWD and four of its state consortia explore possibilities for piloting the certificate in their states.

### **A Parting Thought: Start Planning for Careers in Energy Week NOW!**

Careers in Energy Week 2019 is October 14–18, and many CEWD members and State Energy Workforce Consortia are already challenging themselves to plan unique and fun activities that week. Updated promotional materials are available on [ShopCEWD](#) at a reduced rate this year. And the Careers in Energy Week resources and toolkit have been [updated](#). Don't forget to try out the [I Got Into Energy](#) toolkit that helps you spotlight your current employees with short messaging about why they got into an energy career. And, last but not least, don't forget to send your events announcements, proclamations and *I Got Into Energy* recordings to [amy@aplus-media.com](mailto:amy@aplus-media.com) so they can be added to the CEWD interactive national map!



OCTOBER 14–18, 2019

### **STAY CONNECTED**

