

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.



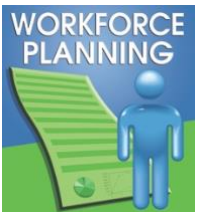
Member Value and Support: *SHRM President & CEO Johnny Taylor to Headline 2019 CEWD Annual Summit*

In what promises to be an epic CEWD Annual Summit, Johnny Taylor, President & CEO of the Society for Human Resource Management (SHRM), will provide the keynote address. Attendees will also hear from McKinsey & Company about key findings from their annual *Women in the Workplace* report produced in partnership with LeanIn.org. The Annual

Summit and National Forum are November 12–14 at the Crystal City Marriott in Arlington, VA. **October 21** is the deadline to receive the discounted room rate, so why wait? [Register Now](#).

Member Value and Support: *Check Out the New CEWD Primer*

For those who get asked about the Center for Energy Workforce Development, CEWD will introduce a new Primer at the Annual Summit (a PDF version will also be made available after the meeting). The Primer is a short document that outlines the value CEWD provides its members at the national, regional, and local level. Whether you're spreading the word within your own organization or having a conversation with an industry colleague, it's a handy guide to have. Plan now to pick up your copy at the Annual Summit.



Workforce Planning: *Things We're Learning from the Latest Gaps in the Energy Workforce Survey*

Projected retirements in the energy industry aren't nearly as dire as they were in 2006. Findings from the 2019 Gaps in the Energy Workforce Survey indicate about 25.5% of the **total energy workforce** may be eligible for retirement in the next five years and about 22% of workers in **key jobs** (lineworkers, plant/field operators, skilled technicians, and engineers) may

be eligible for retirement in the next five years. Looking out 10 years, 34% of those in key jobs may be eligible for retirement. These projections are well below the headline-capturing percentages of over a decade ago, which is good news. The bad news is that they are also below the percentage that is leaving for other reasons, which points to a significant increase in non-retirement attrition and the need for companies to strengthen their employee development and retention strategies. Learn more about the 2019 Gaps in the Energy Workforce Survey results at the 2019 CEWD Annual Summit.

Workforce Planning: *CEWD's Workforce Planning Template Is Getting an Update*

Just in time for the 2020 strategic planning cycle, CEWD is presenting a proposed update of the Strategic Workforce Planning Template to the Workforce Planning Council in November. The process of reviewing and updating the template has been led by Ray Kelly, CEWD Consultant, with a team of Executive Council members. The revisions bring the template into alignment with the Workforce Development Model and streamline the planning process. The updated template is on track to be available on cewd.org by the end of the year.

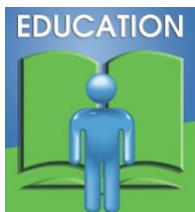
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Career Awareness: *Troops to Energy Jobs (TEJ): Stronger than Ever*

Everyone wants to hire veterans and the energy industry wants to be at the front of the line, so a number of enhancements have been made this year to strengthen the industry's connection with and visibility to veterans. A taskforce of CEWD member military recruiters from Consumers, Dominion Energy, Entergy, Pike, and Southern Company met weekly for two months this spring to review and recommend a number of improvements to the TEJ

[National Template](#) and the TEJ [website](#), from both a veteran and industry member perspective. Their recommendations, combined with a new design, freshened the website and improved navigation. Today, about 1,950 veterans are registered on the website, seeking employment in the industry. Innovative partnerships have also strengthened the value of TEJ to members; they include: [Credits2Careers](#), [Soldiers to Sidelines](#), and [PsychArmor](#). CEWD also strengthened its support to [Veterans in Energy](#), the national employee resource group that supports veterans in the energy industry.



Education: *Upskilling the Energy Workforce*

CEWD collaborated with Electric Power Research Institute University (EPRI U) to deliver *Upskilling the Energy Workforce*, the first day-long facilitated discussion on technical training challenges facing the energy industry. The web-based course on October 9 was launched and managed by EPRI U from their DC office on their state-of-the-art Learning Management System (LMS). Topics included linking technical training to workforce pipelines, cyber security

challenges, and augmented reality (AR) and virtual reality (VR) solutions to improve internal training effectiveness. The intent was to launch an industry-wide discussion that will lead to improving technical training processes and outputs.

Education: *Energy Industry Fundamentals for New Employees*

Whether your new employees are *required* to know or just *want* to know about the industry they've joined, the material in Energy Industry Fundamentals is an excellent source of knowledge and reference material. Not to be confused with the 130-hour EIF certificate course delivered by 76 active approved course providers across the country, [Energy Industry Fundamentals for New Employees](#) is a publication designed to help new employees get up to speed quickly on how the energy industry works.

Don't Forget: *Careers in Energy Week—October 14–18!*

Careers in Energy Week 2019 is October 14–18, and CEWD wants to hear what you have planned and how it goes! Send your events announcements, proclamations, and [I Got Into Energy](#) recordings to amy@aplus-media.com so they can be added to the CEWD interactive national map! And don't forget to share on social media: #GetIntoEnergy!



STAY CONNECTED

