

AGENDA

National Grid, 40 Sylvan Rd, Waltham, MA 02451

Time	Topic
June 10 -11 -	Trending Topics in Workforce Development
1:00 PM – 1:30 PM	Welcome & Introductions
1:30 PM – 2:30 PM	The Future of Work – What’s New on the Workforce Landscape for the Decade Ahead? This session will explore the future of work – technology and automation, employee demographics, community engagement, and other factors – that will define workforce issues in the 2020s and beyond. We will learn what other industries are doing to tackle their workforce challenges, allowing program participants to consider what’s most effective and what’s missing in the energy industry’s workforce strategies.
2:30 PM – 3:00 PM	Status Report: The Energy Industry’s Workforce Development Needs Results from the eighth Gaps in the Energy Workforce Pipeline Survey were recently released showing 1) The size of the utility workforce is unchanged since 2017; 2) The age of the workforce has stabilized, with a younger workforce and with many older workers having already retired; 3) Retirement projections are now considered normal; 4) Non-retirement attrition projections have increased as younger workers leave the industry at a higher rate than their older predecessors; 5) The composition of the workforce has not changed significantly in terms of job types or the makeup of the workforce. What does all this mean for industry professionals? This session will provide a brief look at the national data and break-down the regional take-aways.
3:00 PM – 3:15 PM	Break

3:15 PM – 4:45 PM

Signature Dialogue: How do we Get our Workforce to Model the Communities We Serve?

Many companies are interested in having their workforce resemble the communities they serve. What does this mean in practice? How are companies finding success in this quest? What partnerships have proven effective in delivering on this objective? This session will offer a blend of best practice exploration, group think on how to be more effective in this space, and a review of potential collaborative partners including Job Corps, United Way, Urban League, NAACP, etc. Attendees will explore how there can be more industrywide collaboration on this objective.

4:45 PM – 5:30 PM

Think Tank Dialogue: How to Involve Operations, HR, IT, and Other Company Leaders in Making Workforce Development a Corporate Effort

For some companies, workforce development is an HR topic, while for others, it is a company-wide priority, involving cross-functional teams. Many would argue companies need to fully engage from top to bottom to effectively drive change and adopt the practices, culture, and planning essential to develop the talent pipeline. Attendees will be asked to share winning formulas for companywide adoption of workforce development priorities and explore how we can ensure the right voices are part of this important industry-dialogue.

5:30 PM

Adjourn

July 22 -

Answers and Insight to Manage Workforce Development

8:00 AM - 9:00 AM

Coffee and Conversation

9:00 AM – 9:15 AM

Welcome
Company Executive

9:15 AM – 10:30 AM

Learning Lab and Success Showcase: Discussion of What’s Working (and What’s Not)

What’s working in recruiting and retaining women, veterans, returning workers, and low-income applicants?

- What’s working in connecting with students (and their parents)?
- What’s working with ERGs?
- What’s working with internship programs?

Attendees will be asked to share successes, frustrations, questions and curiosities in these areas and more.

- 10:30 AM – 11:15 AM** **Think Tank Dialogue: How are Companies Making the Energy Industry Attractive Through Their Communication Strategies?**
This session will invite brainstorming on what messages, descriptors, and promotions companies are using to make the energy industry attractive to job seekers. What narrative and positioning makes the profession pop to top talent prospects? What misperceptions and misconceptions need to be addressed? How can CEWD support you with needed messaging, campaigns, and strategies in this area?
- 11:15 AM – 11:30 AM** **Break**
- 11:30 AM – 12:15 PM** **Maximizing the Talents and Experiences of Veterans**
This session, sponsored by Veterans in Energy, will provide an overview of leading practices and policies companies should consider leveraging to obtain the full value veterans provide to their employers. After the presentation, attendees are invited to share questions and ideas about veteran employment.
- 12:15 PM – 1:00 PM** **Lunch**
- 1:00 PM – 1:45 PM** **CEWD – The Past, The Present and Future**
This session will overview what's on CEWD's agenda for the year ahead, spotlight resources you may not know exist, and ask attendees to share ideas on how CEWD can best provide workforce development leadership in the new decade.
- 1:45 PM – 3:15 PM** **Consortia Discussion and Regional Updates**
This interactive session invites attendees to spend some time working within their regions and consortia for group planning for the months ahead. Hear consortia reports, discuss what's next on local agendas, and identify ways the industry can collaborate most effectively toward effective action.
- 3:15 PM – 3:30 PM** **Wrap Up and Follow Up**
- 3:40 PM – 4:00 PM** **Concluding Remarks and Good-Byes**