

# SESSION 4

2024 JISEA Annual Meeting  
Feb. 26–27, 2024



# Fireside Conversation



**Shalaya Morissette**

Chief of Minority Business  
and Workforce Division,  
DOE Office of Energy Justice  
and Equity



**Dan Reicher**

Senior Research  
Scholar, Stanford  
University



**Bill Ritter**

Director, Center for the New  
Energy Economy, Colorado  
State University



**Betony  
Jones, DOE  
Secretarial  
Advisor,  
Workforce**



# Jobs & Workforce Strategy for the Clean Energy Transition

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Betony Jones

Labor Advisor to the Secretary  
Director, Office of Energy Jobs

**February 27, 2024**



# About DOE's Office of Energy Jobs

- **Leads on energy jobs policy and implementation** for Biden Administration
  - Designs **labor standards and community benefits in DOE funding** opportunities
  - **Conducts research and analysis** to inform energy jobs and workforce policy and program design
  - Facilitates sectoral **workforce development** initiatives, and manages 21<sup>st</sup> Century Energy Workforce Advisory Board to recommend strategic energy workforce development approaches
  - Leads **labor union and worker engagement** across Department of Energy, facilitates convening with labor and industry
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- Supports DOE program offices – as they work with grant and loan applicants to develop the most effective projects, mitigate risks, and maximize benefits.

# Research and Analysis

- The U.S. Energy and Employment Report (USEER) captures employment, industry, occupation, unionization, demographics, and hiring difficulty by technology group.
- Includes data on electric power generation; transmission, distribution, and storage; fuels; energy efficiency; and motor vehicles.
- Results based on combination of survey done of 30-35K employers & data from the Bureau of Labor Statistics.
- State and county-level data is available for all 50 states and the District of Columbia. (Puerto Rico and the U.S. Virgin Islands will be added to the 2024 report.)
- **The Office of Energy Jobs is commissioning a forward-looking study to identify the gaps between the labor market demand and supply by Technology, Industry, Occupation and Geography under new Investing in America macroeconomic conditions during our nation’s transition to clean energy.**



**UNITED STATES  
ENERGY &  
EMPLOYMENT  
REPORT 2023**



*(First published in 2016)*

# Principles

- High-quality jobs and worker empowerment is the key to attract and retain a skilled workforce to support the clean energy transition
- Ensure that historic federal investments support broadly shared prosperity, particularly through increased access to high-quality jobs
- Shift from training for tasks to training for careers; facilitate sectoral training for jobs in demand



# DOE Jobs Priorities

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## **Grow American jobs**

By investing in infrastructure and domestic manufacturing and supply chains and adopting/enforcing domestic manufacturing and content requirements

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## **Attract and retain skilled workers and support the growth of successful industries by improving job quality**

By supporting responsible employers, adopting and ensuring accountability with strong labor standards, and encouraging collective bargaining.

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## **Prioritize diversity, inclusion and equitable access**

By focusing workforce development efforts that intentionally reach under-represented and marginalized populations and include supports for workers to remove common barriers to career-track training, quality jobs, and career advancement.



# Administration Relevant Guidance



EO 14005 – Made in America



EO 14025 – Worker Organizing and Empowerment



EO 14008 – Tackling the Climate Crisis at Home and Abroad



EO 11246 – Equal Opportunity Clauses



EO 14063 – Use of PLAs for large-scale federal construction projects



***Executive Order on Tackling the Climate Crisis at Home and Abroad (includes the Justice40 Initiative):***

"... opportunities to create well-paying union jobs to build a modern and sustainable infrastructure, deliver an equitable, clean energy future"

***Executive Order on Worker Organizing and Empowerment:***

"... it is the policy of my Administration to *encourage* worker organizing and collective bargaining"

# Community Benefit Plans Reduce Risk and Increase Benefits

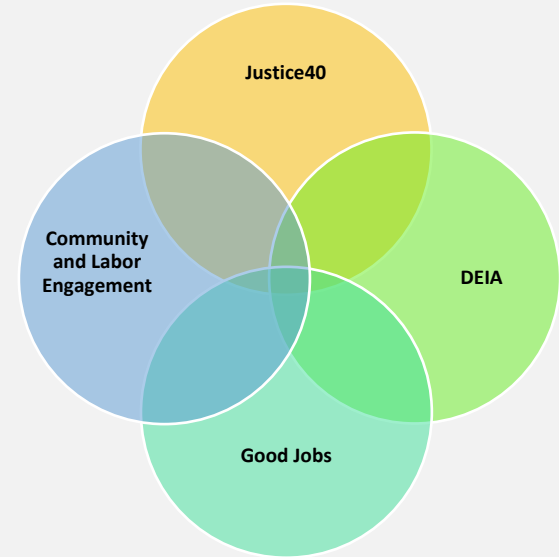
Most energy tax credits require **prevailing wage and registered apprenticeship utilization**

All BIL and IRA discretionary funded programs require projects to incorporate a **Community Benefits Plan (CBP)**.

The CBP framework is structured across four equally weighted topic areas that align with the following core policy priorities:

1. Engaging community and labor stakeholders;
2. Investing in America's workers through quality jobs;
3. Advancing diversity, equity, inclusion, and accessibility through recruitment and workforce training; and
4. Implementing Justice 40, a whole-of-government initiative that directs 40% of the overall benefits (including job opportunities) of certain Federal investments to flow to disadvantaged communities.

For a project to proceed **Workforce Continuity Plans** are also required.



Entering into agreements such as a Project Labor Agreement or Collective Bargaining Agreement can greatly facilitate meeting CBP objectives

# Facilitating CBPs and Project Implementation

Examples of commitments that meet CBP objectives and support workforce continuity and retention include:

- **Proactive engagement** with communities, tribes, and labor to work toward negotiated agreements that detail governance and accountability for projects.
- **High-quality job creation** and retention across all jobs supported by the project and **affirmative support for worker organizing** and collective bargaining
- **Contribution to inclusive workforce development programs** with an emphasis on disadvantaged communities, fence-line communities, and organizations that serve marginalized populations; and to supportive services
- **Embedding inclusive recruitment and retention** practices in negotiated agreements, hiring local workers, setting goals for recruitment and retention of workers from disadvantaged communities; and assessing and revising company hiring practices that may erect barriers.

The Office of Energy Jobs works collaboratively across DOE and other agencies and can provide support across our areas of work:

- Stakeholder engagement
- Community Benefit Plan resources
- Workforce development support
- Workforce research and data

## Community Benefits Plan: Key to Successful Implementation

- Reduces risks of opposition and delays
- Maximizes benefits
- Ensures long-term success
- Builds durable support for implementation

*“I’m confident that as the American people see and feel the benefits from our efforts to transform America’s economy, lower costs, create jobs, and strengthen our national security, we will build momentum and broaden support for further action.”*



# What Does This Mean for Energy Jobs Research?

- Shift from counting jobs to sell clean energy policy
- Uncover distributional trends (i.e. job quality, geographic distribution, access to jobs, demographics)
- Assess headcounts vs FTEs to understand labor market needs
- Assess demand, supply, and gaps in local/regional labor markets
- Shift from thinking about training for tasks to broad occupational training for careers
- Understand barriers to access to quality jobs and career-track training
- Assess ROI on training, and develop KPIs to evaluate training outcomes
- Include economic equity (and pathways to it) in an equity research agenda
- Reduce jobs analysis organized by technology silos (wind, solar, hydrogen, etc.) and increase jobs analysis organized by occupation (every technology is competing for the same electrician)
- Understand energy job growth in the context of broader economic growth (and competition for workers)
- Evaluate barriers that perpetuate occupational segregation
- As energy modeling gets more sophisticated and granular, include socio-economic impacts and assumptions (and measures of social acceptance/viability)
- Evaluate the lower costs of higher wages (and benefits) including reduced need for public assistance
- More dynamic economic models to evaluate shifts in the economy and changing relationships between businesses (i.e reflecting domestic content rules)

# Questions?





SESSION  
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# Workforce of the Future

Day Two: 1:25–4:20 p.m.

## OVERVIEW

Attendees will participate in a collaborative brainstorming exercise to uncover near-term workforce needs and opportunities and map existing programs and successes.

## GOALS / OUTCOMES

Compile a comprehensive catalog of workforce development programs supporting clean energy transformation to serve as an ecosystem that can be tapped for future proposals/ideas.

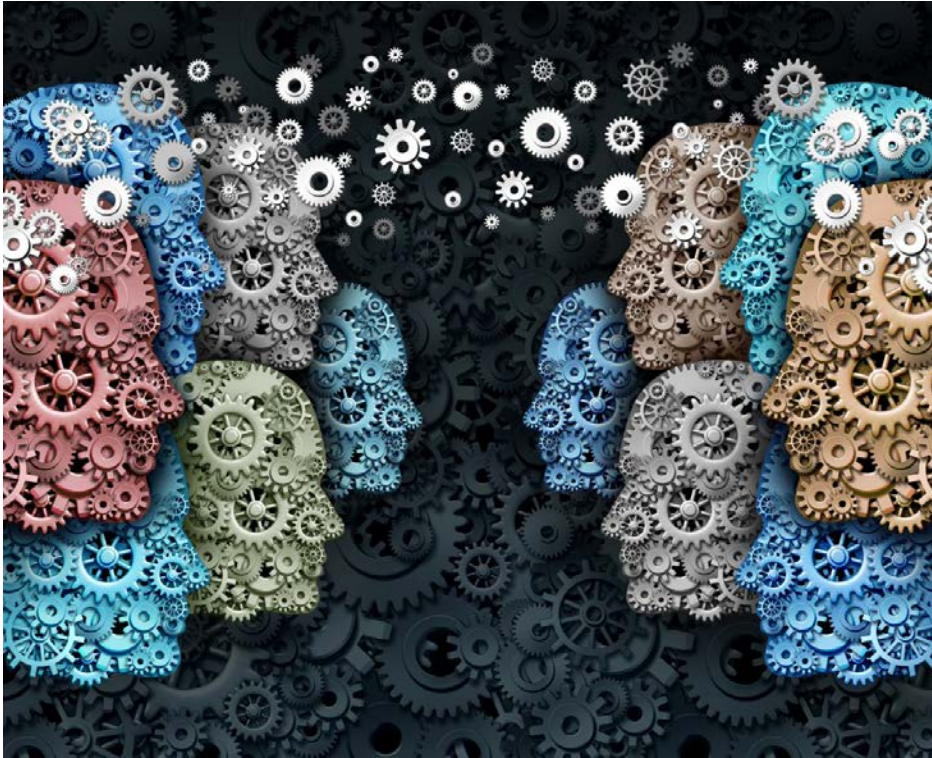


**Panel**



**Small Groups**

# Let's Crowdfund Programs, Partners, and Coalitions



Use this QR Code to help us crowdfund successful workforce development programs across the country! Add as many projects/programs you can think of and share the link with friends to help build the database.



# Defining Issues and Challenges



- What are the biggest issues we are dealing with today?
- What are the cross-cutting pain points? Based on various viewpoints: geographic, technology, etc.)
- Where are we struggling and where have we had some successes?
- What truly does it mean to be inclusive?

# Addressing Issues and Challenges



- Let's think about new solutions that can help address the challenges discussed
- We need to also think about:
  - Starting early with educational programs K-12
  - Meeting people where they are in their communities and based on their interests
  - Ensuring that there are enough good paying jobs once people are trained
  - Creating job opportunities for STEM, HBCU, and MSI students at all levels
  - Removing inherent biases from only recruiting from certain top schools

# Table Topics

- **Table 1 - Increasing Inclusivity and Diversity**
- **Table 2 - Rural vs. Urban Needs**
- **Table 3 - Transitioning to the Clean Energy Industry**
- **Table 4 - Getting Early Career Workers Engaged**
- **Table 5 - Dept of Energy partnering with Dept. of Education**
- **Table 6 - AI Benefits and Concerns**
- **Table 7 - New Curriculum Ideas**
- **Table 8 - Skilled vs. Unskilled Workers**



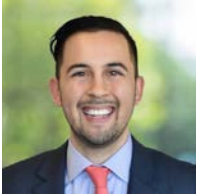
# Celebrating Successes & Guiding our Future Efforts



- Showcasing some specific examples of workforce programs, partnerships, and coalitions that are building the workforce of the future
- Crowdsourcing the programs, partners, and coalitions that **YOU** know about!
- What should be our biggest focus in the coming months and years?



# Session Contacts – Let's keep in touch and partner!



- **Frank Avery** – Business Higher Education Forum, Director of Partnerships ([frank.avery@bhef.com](mailto:frank.avery@bhef.com)); (678) 772-9326
- **Vanessa Benedetti** – Vestas, Sr. Director Workforce Development ([vaben@vestas.com](mailto:vaben@vestas.com)); (503) 928-9417
- **Debbie Brodt-Giles** – NREL, JISEA Program Manager ([Debbie.Brodt.giles@nrel.gov](mailto:Debbie.Brodt.giles@nrel.gov)); (303) 988-7842



- **Jennifer Daw** – NREL, Group Manager Workforce and Energy Systems Transformation ([Jennifer.Daw@nrel.gov](mailto:Jennifer.Daw@nrel.gov)); (303) 275-4678
- **Shalaya Morissette** – DOE, Chief, Minority Business and Workforce Division ([shalaya.morissette@hq.doe.gov](mailto:shalaya.morissette@hq.doe.gov)); (240) 597-8092



- **AJ Perkins** – TechFlow, Inc., Director of Strategy and Development ([aj@instanton.energy](mailto:aj@instanton.energy)); (808) 852-1975
- **Traci Scott** – National Urban League, VP of Workforce ([tscott@nul.org](mailto:tscott@nul.org)); (347) 385-4705



- **Erika Symmonds** – SEIA, VP of Equity and Workforce Development ([esymonds@seia.org](mailto:esymonds@seia.org)); (202) 556-2896



# Thank you!

We invite you to the virtual JAM24 synthesis meeting on April 8, 2024, 11:30 a.m.–1 p.m. MT.

Join us via Microsoft Teams by visiting  
[bit.ly/JAM24-synthesis](https://bit.ly/JAM24-synthesis)

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