

CT Energy Workforce Development Consortium (CTEWDC) Meeting Notes
Thursday, September 15, 2016 at 1:00 PM

Attendees:

Mary Ann Miller, co-chair (Iroquois), Joe Ryzewski, co-chair (United Illuminating), Eric Brown (CBIA), Tom Burns (Workforce Development Solutions), Leticia Colon (Energy Efficiencies Solutions), Andrea Comer (CBIA), Peggy Diaz (CT DEEP), Nancy Dittes (CT DEEP), Diane Duva (CT DEEP), Eric Gribin (Tunxis Community College), John Humphries (CT Roundtable on Climate and Jobs), Theresa LaVoie (Home Performance Alliance of CT), Diana McCarthy-Bercury (Eversource), Wendy Robicheau (COT-RCNGM), Stephanie Rogers (Eversource), Lisa Sarubbi (UIL Holdings), Laurie Shuckerow (Eversource), Lynn Stoddard (Eastern CT State University), Ginger Teubner (CT DEEP), Therese Wallace (CBIA), Susan Winkel (United Illuminating), Karen Wosczyzna-Birch (COT-RCNGM)

Welcome/Introductions

Executive Committee

Tom Burns, Andrea Comer, Mary Ann Miller and Joe Ryzewski will serve on the CTEWDC Executive Committee. The roles and responsibilities of the Executive Committee include: finalizing the Strategic Plan, creating organizational by-laws, setting agendas for meetings and being a resource to standing and ad-hoc committees.

Standing Committees

Four Standing Committees have been formed: Education, Business Community, Policy and Communication.

The mission of the Education Committee is to share information about existing resources and available programs, champion opportunities for CTEWDC to advance its mission and communicate the needs of employers in the energy industry to academic providers as they formulate programs of instruction, certification, etc.

The mission of the Business Community Committee is to attract representatives from energy business sectors to participate in the Consortium, identify the needs of businesses and how the Consortium can provide value to them, and help create opportunities and gateways to meet the needs of constituents.

The mission of the Policy Committee is to update CTEWDC members of pending and enacted legislation relative to their interests in workforce development.

The mission of the Communication Committee is to keep members and the public informed of CTEWDC's and CEWD's mission and activities, develop materials, website and social media resources, and support all committees in the fulfillment of CTEWDC's mission.

The Chairs of the Committees are: Education – Eric Gribin, Communication – Andrea Comer, Policy – Eric Brown, and Business Community – Laurie Shuckerow and Diana McCarthy-Bercury.

ACTION ITEM: Chairs of the Standing Committees will work on recruiting volunteers to serve on their committees and develop their Committee's mission statement for discussion at the next quarterly Consortium meeting. Members of the Executive Committee will begin the process of drafting CTEWDC's by-laws including researching by-laws of similar organizations.

Communication Report

Andrea Comer distributed copies of a draft CTEWDC brochure developed by the company who did the recent enhancements to www.getintoenergyct.com. **ACTION ITEM:** Members to review the brochure (and website updates) and send feedback to Andrea Comer or Therese Wallace by September 30th to have the brochure printed in October.

Updates and Roundtable Discussion

Joe Ryzewski participated in the CEWD Northeast/Mid-Atlantic Regional meeting in Newark, NJ, on July 25-26, 2016. See attached notes for his report.

Workforce Development Solutions' report, "Building the Future Energy Workforce Update 2016", was discussed. **ACTION ITEM:** Post report and related metrics to date on the getintoenergyct.com website under Resources. Suggestion was made to add a website link to an approved contractors list that is posted on EnergizeCT.com.

Connecticut Department of Energy & Environmental Protection is administering the Connecticut Weatherization Assistance program funded by the US Department of Energy. The program assists low-income persons with minimizing energy-related costs and fuel usage in their homes.

Regarding home performance professionals, challenges persist in efforts to provide training in health and safety regulation issues related to home weatherization. There has been an uptick in job openings for home performance professionals nationally, though not in Connecticut as of yet.

Difficulties with training workers for specific job needs and retaining trained workers continue, especially with the very cyclical nature of energy efficiency businesses. Addressing these "who needs what when" questions will be the focus of this year's DEEP grant.

Eric Gribin expressed his appreciation for everyone's continued help in getting the word out regarding the new Energy Management Program Applied Associate of Science AAS degree being offered at Tunxis this year and to DEEP for including it in their funding initiatives. They will continue to fine tune the program and would like to see it expand to other community colleges in the state.

Karen Wosczyzna-Birch updated the members on the College of Technology and the Regional Center for Next Generation Manufacturing (COT-RCNGM) to be funded by the National Science Foundation Advanced Technological Education Program.

Eversource workforce development efforts continue to focus on the areas of hiring veterans and workers from their internship and co-op programs, their management training program for gas-related jobs (similar to electric program) and tech training apprentices. The company currently has energy efficiency job openings.

The Green Sustainability Technical Education Program is fully underway in all four years of the technical high schools; Science Principal training for teachers has also been launched. This exemplary program has received recognition from AFT and the Blue Green Alliance among others and received requests from Chicago and Detroit for help in getting programs started in those cities.

Upcoming Events

CBIA's "21st Century Energy: What's the Deal?" featuring DEEP's deputy commissioner of energy, Katie Dykes.
October 5, 2016 from 8 AM to 2 PM in Cromwell

Small Manufacturers Association General meeting featuring energy-related guest speaker
October 17, 2016 from 5:30 PM to 8:00 PM in Waterbury

Please contact Andrea Comer for more information if you know of contractors interested in attending the U.S. DOT's Bonding Education Workshop which is designed to help small contractors navigate the bonding process and improve accessibility to public construction projects.

Next Meeting Date – Thursday, December 15, 2016, 1:00 PM to 3:00 PM

CEWD Regional Meeting – Newark, NJ July 25-26, 2016

Background: The Center for Energy Workforce Development (CEWD) held its Northeast / Mid-Atlantic Regional meeting at PSEG in Newark, New Jersey. As CT Consortium's Co-chair and UI/AVANGRID EPE Competency Manager, participation in the various sessions provided valuable information and contacts. CEWD has continued to be a rich resource for developing our programs and advance future plans going forward. The Regional meeting was preceded by a half day workshop focused on developing strategic plans to build a pipeline to attract in women and girls into the Energy Workforce.

Attendees: There were representatives from several gas and electric utilities (Con Ed, NGRID, Washington Gas Light, PSEG and UI/AVANGRID), Community Colleges and agencies.

Highlights:

Keynote: PSEG faces in increasing workload driven by programs to replace its aging infrastructure, in particular in the gas sector, and in overall demand for service. They outsource very little of their work and also service appliances. They anticipate increased demands on their workforce to address other environmental issues and regulations in the future. (e.g. methane from leaks)

They have instituted various programs to address aging workforce issues. They have aligned with Vo-tech schools to obtain candidates who are more interested in their type of work vs. 'just finding work until something better comes along.' They offer competitive salaries. They are committed to further diversify their workforce and provide more opportunities for leadership in traditional, male-dominated areas.

CEWD Plans and Update on Initiates:

Anne reported that 2016 has focused on the Strategic Workforce Planning at the national CEWD level and assisting Consortia at the State level. (Rosa Schmidt assisted CT earlier this year). She reminded all to use the CASE Study when visiting the website. (i.e. "Copy And Share Everything!")

Over the past year CEWD joined with several Federal agencies (DOL, DOD, VA, DOE) and other institutions to discuss ways to reduce barriers and better attract veterans into our sector. There were several successes. (e.g. Public Service Announcements, Guidelines for Employers seeking to hire veterans) There remains of number of other items.

One continued issue is the Federal classification for energy related utility jobs. They don't exist. The closest 'accommodation' is under the Agriculture category. This makes it difficult to properly track on our Industry. Anne reported that there is no interest at the Federal level in expanding the existing 16 categories. She noted however, that a 'work around' at the State level has been successful in several States to date. They have linked STEM with proposed job codes . (*Action Item: Refer to CTEWD Consortium*)

Several **External Game Changers** were identified including: Infrastructure Modernization, Cleaner Energy Mix, New Builds, regulation / Policy Changes, Physical / Cyber Security

CEWD Regional Meeting – Newark, NJ July 25-26, 2016

Internal Game Changers included: Aging Workforce (but at a decreasing rate), Merger / Acquisitions, Strategic Workforce Decisions (e.g. Deciding to focus on hiring veterans, women vs. internal candidates), Adoption of new technologies, Affordability to do it,

General Comments & Observations (* Items of particular interest)

- **Attract & Retain Engineers / Technicians:**
 - Robotic Teams offer a great opportunity to interest kids in STEM and our Industry. Several companies use it as part of their pipeline. CEWD Sponsored Robot Doctors this year at competitions. (Action Item: Can AVANGRID UI Sponsor team?)
 - Provide mentors, support groups to women
 - Look at Work / Life balance policies
 - Need to protect one's investment when engineers have 3 -5 years' experience? (Traditional methods may not work)
 - Map out Career Pathways
 - Students are trained to leave after a few years! It's part of their culture.
 - Millennials want to move ahead sooner than later. Want to move ahead, contribute and network.
 - More attention is need on those with 10 – 15 years' experience regarding development, rewards, etc.
 - Utility contractors are facing similar challenges
 - In NY State Con Ed and NGRID are working on a program to help active duty personnel within 180 days of discharge to prepare for taking tests, interviews, etc.
 - As the workforce become more diverse, teamwork and leadership become more complex across gender, age, ethnicity, etc. Training is needed.

- **Educational Resources:**
 - Schools and companies should work together to identify / develop course curriculum that lead to needed jobs
 - Establish stackable credentials
 - To transition skills from one sector to another first focus on the basic competencies and build from there.

- **Develop Metrics:**
 - Use them to determine where best to invest time and money
 - Measure the impact vs. number of activities held.
 - What is your success rate?

- **Career Awareness:**
 - Capitalize on IEEE Engineers' week, Careers in Energy Week, First Robotics, Society of Women Engineers, Military transition programs, etc.
 - Demographics and Socio-economic factors may dissuade parents from having their children work in our industry's type of jobs.