



STAFFING THE EVOLVING PUC WORKFORCE: EXPLORING RECRUITMENT, RETENTION, AND ALTERNATIVE TACTICS

NARUC CENTER FOR PARTNERSHIPS &
INNOVATION WEBINAR SERIES

MAY 13, 2021

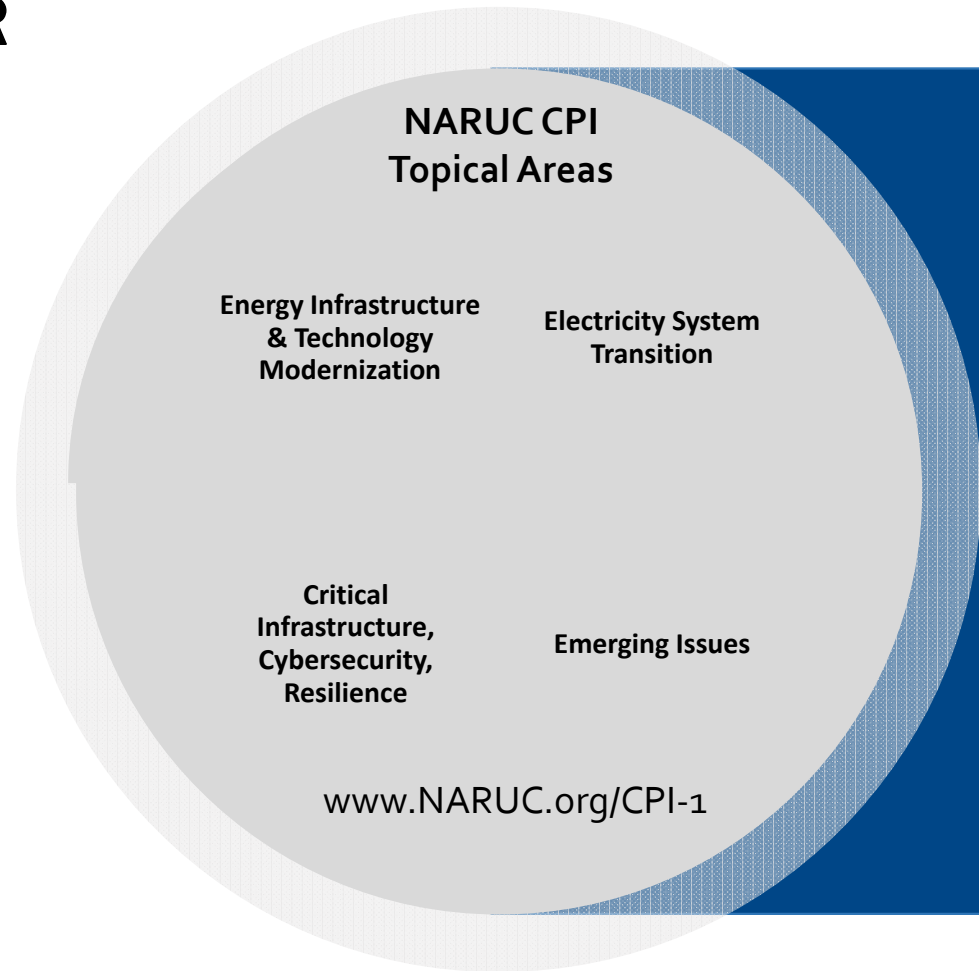
WHAT IS NARUC

- The National Association of Regulatory Utility Commissioners (NARUC) is a non-profit organization founded in 1889.
- Our Members are the state regulatory Commissioners in all 50 states & the territories. FERC & FCC Commissioners are also members. NARUC has Associate Members in over 20 other countries.
- NARUC member agencies regulate electricity, natural gas, telecommunications, and water utilities.



WHAT IS NARUC'S CENTER FOR PARTNERSHIPS AND INNOVATION?

- Grant-funded team dedicated to providing technical assistance to members.
- CPI identifies emerging challenges and connects state commissions with expertise and strategies.
- CPI builds relationships, develops resources, and delivers trainings.



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U.S. DEPARTMENT OF
ENERGY

OFFICE OF
Cybersecurity, Energy Security,
and Emergency Response

Staffing the Evolving PUC Workforce

Brandi Martin

SLTT Program Manager

May 13, 2021



CESER Overview

Mission: To enhance the security of U.S. critical energy infrastructure to all hazards, mitigate the impacts of disruptive events and risk to the sector overall through preparedness and innovation, and respond to and facilitate recovery from energy disruptions in collaboration with other Federal agencies, the private sector, and State, local, tribal, and territory governments.

CESER's partnerships—with energy owners and operators, manufacturers, and trade associations; with other Federal agencies; across States, local governments, tribes, territories; with academia, National Labs, and the research community; and with the energy information sharing and analysis centers (ISACs)—help to advance collective preparedness and response to the growing landscape of threats, technology development, and energy system trends.



Collaboration Across the Energy Sector

State, Local, Tribal, and Territorial (SLTT) Government Coordination



Who

- Utility and trade CEOs and CISOs/CIOs

Purpose

- Coordinate efforts to prepare for, and respond to, national-level disasters or threats to critical infrastructure.

Working Groups

- Vision and Planning
- Threat Information Sharing
- Industry-Government Coordination
- Research & Development
- Cross-Sector Liaisons



Who

- Oil & natural gas trade associations and their members

Purpose

- Coordinate security strategies, policy and communications across the sector to support the nation's security mission.

Working Groups

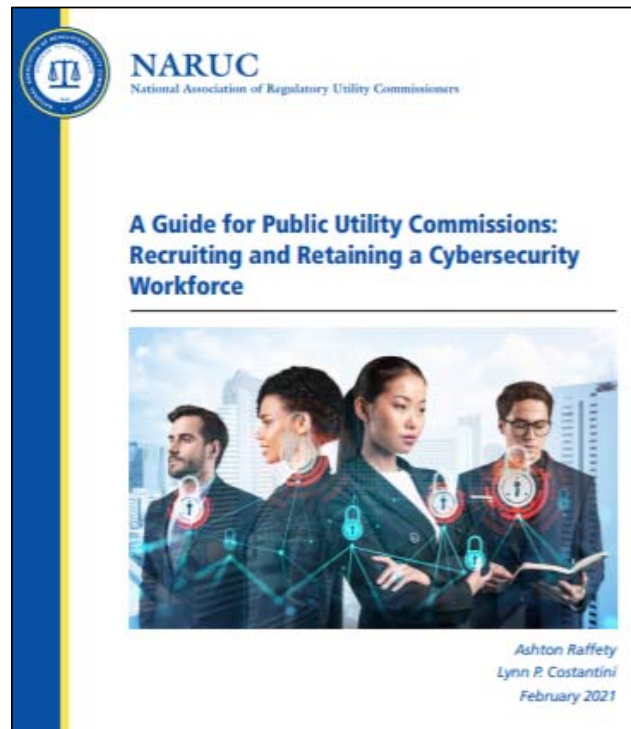
- Cyber
- Information Sharing
- Emergency Management
- Law Enforcement Engagement
- Pipelines

Recruiting and Retaining an Energy Workforce

» Why Energy?

» PUC- Who? What?

» Benefits



DOE CyberForce

WHAT is CyberForce?

- » DOE's unique collegiate cyber defense competition focused on inspiring and developing the next generation of energy sector cybersecurity professionals through:
 - » Two "Conquer the Hill" competitions
 - » Monthly educational webinars
 - » Virtual career fair

WHY is CyberForce needed?

- » Cyber professionals are in high demand - in 2020, there were over 500,000 unfilled cybersecurity jobs in the U.S.
- » CyberForce seeks to help reduce this gap for the energy sector.



The 7th Competition will be held virtually **November 12-13, 2021**

<https://cyberforcecompetition.com/>

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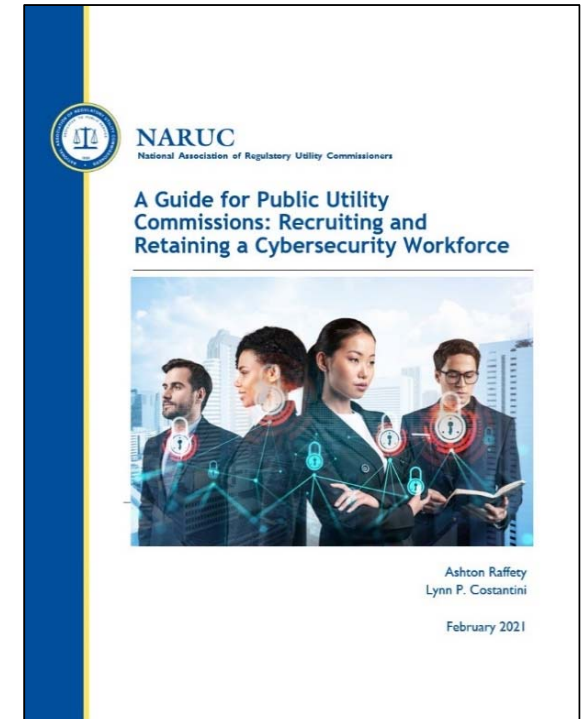


Q&A

SUBMIT USING THE QUESTIONS PANE IN THE CONTROL
PANEL

Cybersecurity Workforce Paper

- Provides insight on cybersecurity roles within PUCs
- Highlights recruitment and retention tactics to expand or develop a cybersecurity division (include alternative tactics)
- Includes a compendium of example cybersecurity job descriptions, pipelines for recruitment, and training opportunities



NARUC Innovation Webinar series



Hosted one Thursday each month from 3:00 p.m. to 4:00 p.m. ET

- **Balancing the Clean Grid: Reliability and Renewable Energy**
June 17, 2021 | 3:00 - 4:00 PM Eastern
- **Virtual Power Plants In The 20s: Moving From Theory To Practice**
July 8, 2021 | 3:00 - 4:00 PM Eastern

Register at: <https://www.naruc.org/cpi-1/emerging-issues/innovation-webinars/>

NARUC thanks the U.S. Department of Energy for support for this series.



THANK YOU



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