WORKFORCE
Diversity Data Trends

TOOLKIT RESOURCES

- Welcome
- National Toolkit Map
- Trend Map
- Best Practices Guide
- Glossary of Terms
- Recruiting for Diversity
- Managing a Multi-Generational Workforce
- Recruiting and Onboarding
- Veterans
- Resources and Links
- The Workforce Pipeline
- Toolkit Task Force

**Report to Subcommittee on
Supplier and Workforce Diversity
Workforce Diversity Toolkit Update**

November 12, 2017

Workforce Diversity Toolkit

A collaboration with NARUC Subcommittee on Supplier and Workforce Diversity and
US Department of Energy

The Toolkit

- Help utility companies and regulators develop an objective and broad perspective of the current state of diversity in the utilities workforce
- Share of best practices across the workforce lifecycle, including recruitment, retention and promotion
- Predict workforce needs and opportunities for recruitment with minority serving educational institutions and military veterans
- Connect companies, regulatory agencies, and institutions across silos of geography or sector

National Task Force

- **Benjamin Aron,** CTIA – The Wireless Association
- **Karen Atkinson,** US Department of Energy
- **Rajnish Barua, PhD**, National Regulatory Research Institute
- **Robert Bozick**, PhD, The Rand Corporation
- **The Honorable Ronald Brise**, Florida Public Service Commission
- **Rick Cimerman**, NCTA – The Internet & Television Association (invited)
- **Michael Connet,** ACTE – Association for College and Technical Education
- **Michael Coyle**, Pacific Gas & Electric Co.
- **Regina Davis,** National Association of Regulatory Utility Commissioners
- **Laurie Dowling**, National Utilities Diversity Council
- **The Honorable Sherina Edwards**, Illinois Commerce Commission, Chair Subcommittee on Supplier and Workforce Diversity, NARUC

National Task Force

- **Baldwyn English, Esq.,** Florida Public Service Commission
- **Edie Fraser**, STEMConnector
- **Teerah Goodrum,** Edison Electric Institute
- **Anthony Jones,** US Telecom
- **Saira Mazhar,** Southern Company
- **Tyra Metoyer**, American Petroleum Institute/American Gas Association
- **Preya Nixon,** National Utilities Diversity Council
- **Michael Pierce,** National Utilities Diversity Council
- **David Porter, PhD**, Walter Kaitz Foundation (invited)
- **Tamara Rashid**, ACT-1 Group
- **Derrell Slaughter,** National Utilities Diversity Council
- **Grace Soderberg**, National Association of Water Companies
- **Kirsten Verclas,** US Department of Energy

Toolkit Components

- A **national map** that allows visitors to see employment and population diversity
- A downloadable **glossary of terms** unique to workforce diversity or leadership.
- A downloadable **best practices guide** that highlights systems and procedures that can be replicated or adapted
- Downloadable **PowerPoint reports** highlighting exemplary practices or best in class information on diversity
- A **predictive map** that will allow employers to identify where it should be possible to recruit diverse talent in the future – 3 to 5 years out.
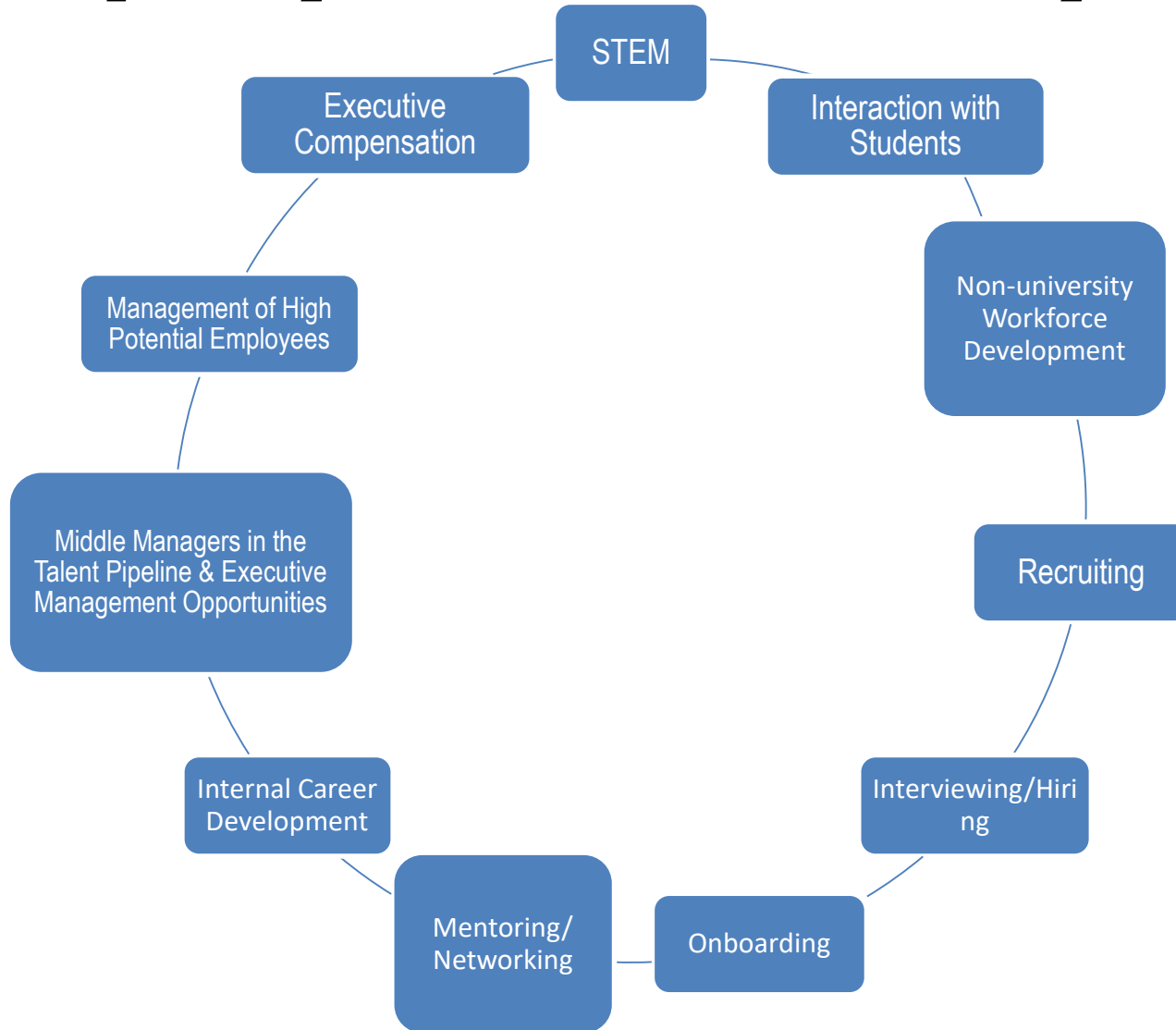
National Map
Goal: Provide a landscape view of diversity and population

The current national data is being compiled using the following resources as guides:

- US Energy Employment Report
- EEOC and Bureau of Labor Statistics Reports
- Occupational Outlook Handbook
- CEWD State of Energy Workforce Report
- US Census
- EPI Reports

Employment Life Cycle

Tools and Resources
Goal: Help build on best practices

- For each stage in the lifecycle, there will be downloadable or accessible tools – PowerPoints, mini white papers, Prezis, that will highlight best practices, share insights

- For each stage in the lifecycle, there are best in class organizations and programs to which visitors are "introduced"

Examples

Lifecycle Stage: Mentoring/Networking

Sample Resources:

- Million Women Mentors, TwoMentor, Professor Becky Wai Ling Packard, Professor Audrey Murrell, Professor Robin Ely, Professor Stacey Blake-Beard

Tools:

- Mentoring and Millennials *white paper*, Intentional Mentoring *PowerPoint*, Prezi on Mentoring Questions, Reading List

Predictive Maps
Goal: Illuminate New Recruiting Options

- To create the predictive maps we will take the job categories identified by the Task Force and pull out the educational/training/experience needed for them.

- We then will be able to indicate which minority serving institutions utilities and communications companies will meet these needs

- We also plan to include projections of military separations that meet the needs to encourage recruitment at the base level

Donation From ESRI

- We've been selected as a recipient of the ESRI non-profit program, which allows organizations to use its excellent GIS tools to advance their projects.   We also are in conversations with ESRI about joining the Task Force.

- This donation allows the Toolkit project to access GIS resources that would be well beyond our budget.

Status

- **National Map.** Selecting job categories for measurement is nearly complete. Data collection about to begin.

- **Tools and Resources**. Creation underway.

- **Predictive Maps**. When job categories are complete we will map the education/training and begin to gather data from US minority serving institutions and CTE institutions.

Request from Subcommittee: Best Practices & Referrals

- The Task Force is ready to request the help of the Subcommittee in gathering best practices (across the lifecycle) to include in the guide. These practices can be from utilities and communications companies, suppliers and from the regulatory commission as well.

- We need referrals from for-profit executive search, consulting, and insurance/benefits to help create some of the tools. Participating companies will be recognized on the site.