



**MASSACHUSETTS
OFFICE OF ENERGY
TRANSFORMATION**

Commission on Fossil Fuel Workforce Meeting #6

August 19, 2025

Agenda

Timing	Agenda Item
1:30 – 1:40	Welcome, Agenda Review, Sign-Off on Meeting Minutes
1:40 – 1:55	Initial Feedback Sharing on Report
1:55 – 2:10	Discussion on Data Sources in Report
2:10 – 3:10	Review Table of Top 30 Occupations and Displacement Risk Level
3:10 – 3:15	Review Timeline
3:15 – 3:20	Next Steps and Site Visits





Sign-Off on July 10th Commission Meeting Minutes

Commission members vote to approve meeting minutes circulated for our July 10th meeting to be posted on our website:

<https://www.mass.gov/orgs/commission-on-fossil-fuel-workforce>

Initial Feedback Sharing on Report

For those who have had time to review the report, any initial feedback to discuss with the Commission?





Discussion on Data Sources in Report



Data Sources and Numbers

- We've relied on two main sources for including numbers of employees in the energy industry and subsectors of it in the report – [DOE US. Energy & Employment Jobs Report \(USEER\)](#) and [MassCEC](#)
- These two sources have slightly different ways of reporting these subsectors, and therefore the numbers don't quite align. Additionally, the MassCEC numbers are from 2022 and the USEER numbers are from 2023.
 - Discrepancies are shown on the next slide
- **Who from the Commission would be willing to help dig into these numbers (and other sources, if deemed necessary) to understand what is and isn't included in each, how to compare them apples to apples, and what numbers/data to include in the report?**



Table of Data from USEER and MassCEC

Workforce Sector	USEER #s	USEER Description	MassCEC #s	MassCEC Description
Energy Workers	174,946	As of 2023, represents 2.1% of all US energy jobs	148,474	Added fossil fuel + clean energy workers
Fossil Fuel Workers	10,104	Electric Power Generation (natural gas, coal electricity, oil & other fossil fuel electricity), Fuels (coal, oil & other petroleum, natural gas)	44,191	Added up all the fossil fuel workers in 2022
Clean Energy Workers	126,417	Clean energy jobs, so probably not FTEs	104,283	Direct clean energy workers from excel
Traditional Transmission and Distribution	13,481	Includes utility, construction, manufacturing, and more who work on transmission and distribution. Not exactly fossil fuel or clean energy.	16,980	
Energy Efficiency	83,893	Energy Star & Efficient Lighting, Traditional HVAC, High Efficiency & Renewable Heating & Cooling, Advanced Materials & Insulation, Other	74,305	As of 2022, from MassCEC Excel Sheet - Tab 7 number includes Energy Efficiency, Demand Management, and Clean Energy and Cooling
Renewable Energy Generation	24,548	Includes Electric Power Generation (solar, wind, hydro) and Fuels (corn ethanol, biomass, woody biomass); adding nuclear (+941) totals 25,489	26,226	As of 2022, from MassCEC Excel Sheet - Tab 7 number only renewable energy
Clean Transportation			3,268	As of 2022 MassCEC Excel Sheet in Tab 7; represents alternative transportation not necessarily clean transportation
Energy Storage & Grid Services	9,125	Storage, smart grid, microgrid & other		
Geothermal				
Solar	16,899	Solar electricity	15,873	Distributed + utility-scale solar from pg 23
Offshore Wind	2,768	Wind electricity power generation	over 250	MassCEC report page 27





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Review Table of Top 30 Energy Occupations and Displacement Risk Level



Analysis of Top Energy Occupations in Massachusetts and Associated Risk of Displacement

To build on the MassCEC data, the Commission, with the help of the Massachusetts Department of Economic Research, conducted additional analysis of 2024 data from Lightcast to develop the following table of the top 30 occupations in Massachusetts employed in the energy industry.

The table is made up of 51 different industries based on the North American Industry Classification System (NAICS). The table is intended to provide expected trends — growth, stable, or decline — for the listed occupation with the impact described, per the expertise of members on the Commission.

Top 30 Occupations in Energy Industry in Massachusetts by Number Employed (2024)

Electricians	Electrical, Electronics, and Electromechanical Assemblers	Bookkeeping, Accounting, and Auditing Clerks
Pipelayers, Plumbers, Pipefitters, and Steamfitters	First-Line Supervisors of Mechanics, Installers, and Repairers	Construction Laborers
Passenger Vehicle Drivers	Laborers and Material Movers	Sales Representatives, Wholesale and Manufacturing
Cashiers	Miscellaneous Protective Service Workers	Electrical and Electronics Engineers
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Customer Service Representatives	Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers
First-Line Supervisors of Construction Trades and Extraction Workers	Logisticians and Project Management Specialists	Miscellaneous Sales Representatives, Services
General and Operations Managers	First-Line Supervisors of Sales Workers	Power Plant Operators, Distributors, and Dispatchers
Line Installers and Repairers	Construction Managers	Control and Valve Installers and Repairers
Driver/Sales Workers and Truck Drivers	Helpers, Construction Trades	Retail Salespersons
Office Clerks, General	Secretaries and Administrative Assistants	Accountants and Auditors



Review Excel Table

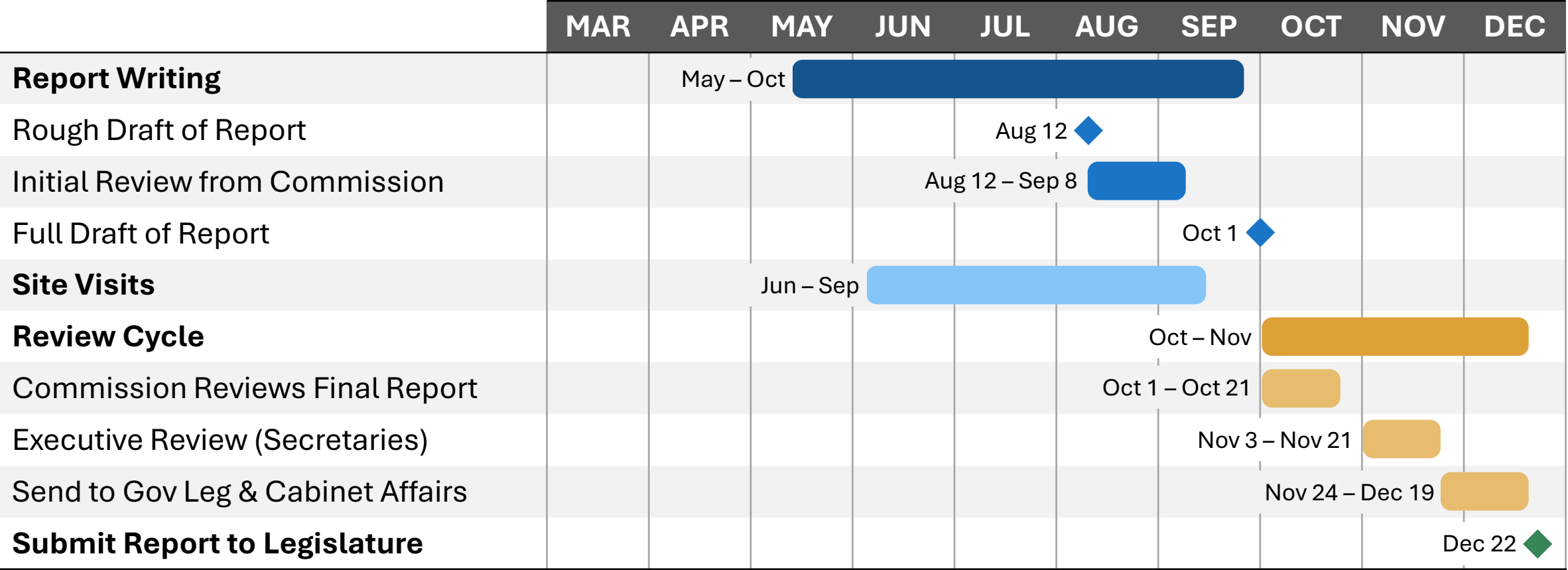
- Switch to excel to review detailed table and fill out decline, stable, or growth for each occupation





Review Timeline

Detailed Timeline



Next Steps

- Commission members are expected to review the draft report and provide any comments **by Sept 8, 2025**
- Upcoming Site Visits:
 - National Grid Visit: **Wed, Sept 3rd** around 10AM . We do not yet know the site, but it will be one of 15 communities served by their Malden Yard
 - Eversource Site Visit: **Friday, Sept 12th** in Shrewsbury, MA, first at their training center and then to a nearby gas work site. Time TBD (likely in the morning)
- Commission meeting in September (date TBD) to discuss final recommendations for report

