



**MASSACHUSETTS
OFFICE OF ENERGY
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Commission on Fossil Fuel Workforce Meeting #3

May 14, 2025

Agenda

Timing	Agenda Item
1:00 – 1:10	Welcome, Agenda Review
1:10 – 1:40	Presentation from Barr Foundation on Workforce Report
1:40 – 2:00	Review Proposal from Data Strategy Subgroup
2:00 – 2:20	Review Proposal from Modeling Strategy Subgroup
2:20 – 2:50	Review/Discuss Report Objectives and Outline
2:50 – 3:00	Next Steps





Sign-Off on April 9th Commission Meeting Minutes

Commission members vote to approve meeting minutes circulated for our April 9th meeting to be posted on our website:

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



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Presentation from Barr Foundation

Kathryn Wright, Barr Foundation

Cai Steger, Barr Foundation

Alexis Washburn, Emerald Cities

Chelsey Bryant, Emerald Cities



Access to Clean Energy Jobs: Expanding Opportunities

AN ASSESSMENT OF THE CLEAN ENERGY WORKFORCE IN NEW ENGLAND

Prepared for the Barr Foundation in 2023 by:

BW Research
Emerald City Collaborative (ECC)
Browning the Green Space

nomada consulting
Ponder Analytics

Proposal from Data Strategy Subgroup

- **Charge:** This subgroup was charged with reviewing and validating the list of fossil fuel- and clean energy-related industries, identifying potential gaps in the analysis, and contributing to a methodology for linking fossil fuel worker capabilities to clean energy opportunities.
- **Takeaways from subgroup:**
 - OET is currently gathering hourly wage and demographics data on the fossil fuel workforce in Massachusetts based on what MassCEC identified as fossil fuel occupations in their workforce needs assessment
 - Recommendation to bucket occupations into 1) hardest to transition, 2) requires minimal time/effort to transition, and 3) requires no work to transition
 - Recommendation for the Commission to address the divide between worker shortages faced in some situations/locations with ongoing job shortages in other situations/locations (for example, someone electrifying their home may have a long wait for an electrician, while some unions are having trouble placing all workers)



Site Visits

- OET has reached out to each of the following proposed site visits to schedule for June/July (ideally) for Commission members who are interested:
 - National Grid lineworker program
 - IBEW Local 103
 - La Colaborativa job training and workforce development programming
 - Highland Electric Fleets
 - MBTA mechanic training program
 - USW



Proposal from Modeling Strategy Subgroup

- **Charge:** This subgroup was charged with considering the feasibility of conducting modeling to estimate future employment in the fossil fuel and clean energy workforces. In lieu of a strategy around modeling, the subgroup was tasked with building out a review of relevant literature that can serve as a sufficient foundation for our commission's report and recommendations.
- **Takeaways from subgroup:**
 - New modeling would not be feasible due to both time and cost constraints
 - The Massachusetts Clean Energy Center's 2023 clean energy workforce assessment, which includes a wealth of modeling data that can serve as a basis for understanding future shifts in the fossil fuel workforce
 - Members have been cataloguing additional resources to be used to ground the work of the commission in as much existing research as is applicable to our charge



Commission Report Objectives

- 1 Provide a clear and accurate understanding of the existing fossil fuel workforce.
- 2 Identify future energy jobs needed over the next ten years.
- 3 Provide high-level mapping of current workforce to future needs.
- 4 Provide an overview of existing apprenticeship and other training programs.
- 5 Provide an understanding of current workforce needs and existing/available skilled workforce.
- 6 Identify major barriers and opportunities to creating pathways to energy careers.
- 7 Create a set of actionable recommendations for policymakers, educators, and employers.



Commission Report Objectives

1 Provide a clear and accurate understanding of the existing fossil fuel workforce.

- # of individuals (total and by classification)
 - Required training, licenses, and certificates
 - Wage/benefit packages
 - Representation (union)
 - Demographics
 - Geography (if possible)
 - Average tenure (if possible)
- Identify occupations at greatest risk of displacement and associated timing

Volunteer(s) from Commission to work on this by June meeting:

- Strategies for retention of workforce needed to maintain system safety and reliability



Commission Report Objectives

2 Identify future energy jobs needed over the next ten years.

- Sectors and occupations within sectors
- Number of individuals by occupation
- Required training, licenses, and certificates

Volunteer(s) from Commission to work on this by June meeting using current data/reports out there:



Commission Report Objectives

3 Provide high-level mapping of current workforce to future needs.

- Identify overlap of training certificates, licenses required
- Identify gaps in training, certificates, licenses required



Commission Report Objectives

4 Provide an overview of existing apprenticeship and other training programs.

- Occupation
 - Sector
 - Requirements
- Location/entity providing
 - Include online and in-person
- Enrollment/Wait list
 - Total
 - By program
 - Demographics
- Funding
 - Total
 - By program
 - Demographics

Volunteer(s) from Commission to work on this by June meeting:



Commission Report Objectives

5 Provide an understanding of current workforce needs and existing/available skilled workforce.

- Identify opportunities to close gaps and put people to work
- Identify potential for expanding existing apprenticeship program enrollment by closing gaps



Commission Report Objectives

6 Identify major barriers and opportunities to creating pathways to energy careers.

- Move from certification programs to apprenticeship programs
- Educate educators/guidance counselors on opportunities and educational pathways

Volunteer from Commission to work on this by June meeting, including brainstorming how to include this in the report and researching how we're educating guidance counselors on opportunities now:

- Address inconsistency in licensing and certification requirements across the Commonwealth
- Consider task-based vs. technology-based licensing
 - Potential for multi-disciplinary training and licensing
- Barriers to individuals accessing apprenticeship and training programs

Volunteer from Commission to work on list/stories of barriers by June meeting:



Commission Report Objectives

7 Create a set of actionable recommendations for policymakers, educators, and employers.

- Specific, actionable recommendations for policy changes, funding allocations, and program development.
- Recommendations for future studies and program evaluations (gaps that can be filled in the future)



Next Steps

- Commission members volunteer to work on parts of our outline and come back with information for our June meeting.
 - Volunteers do not need to have completed a full table/report to present back on, but should dedicate time to researching their part of the outline, propose a way to present the information, and begin populating it to share with the full Commission in June for alignment.
 - Aim to send Katherine (katherine.omalley@mass.gov) and Rob (robert.j.cohen@mass.gov) what you have by the morning of June 2nd
- Please fill out [this poll](#) by EOD May 18th with your availability for our next meeting on June 5th or 6th

