



MASSACHUSETTS
OFFICE OF ENERGY
TRANSFORMATION

Commission on Fossil Fuel Workforce Meeting #7

September 22, 2025

Agenda

Timing	Agenda Item
3:00 – 3:10	Welcome, Agenda Review, Sign-Off on Meeting Minutes
3:10 – 3:40	Discuss Data in Report – Table of Top 30 Occupations and Trend Analysis
3:40 – 4:10	Discuss Feedback on Report
4:10 – 4:40	Discuss Recommendations to Include in Report
4:40 – 4:50	Next Steps and Timing





Sign-Off on August 19th Commission Meeting Minutes

Commission members vote to approve meeting minutes circulated for our August 19th meeting to be posted on our website:

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



Discuss Data in Report



Discuss Data in Report

- Analysis of Top Energy Occupations in Massachusetts and Associated Risk of Displacement
 - Team + Department of Economic Research pulled additional 2024 data from Lightcast to develop the circulated 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.
 - **Now that there's been time to review this table and the report, do Commission members feel this is the best way to add/represent this data in the report?**

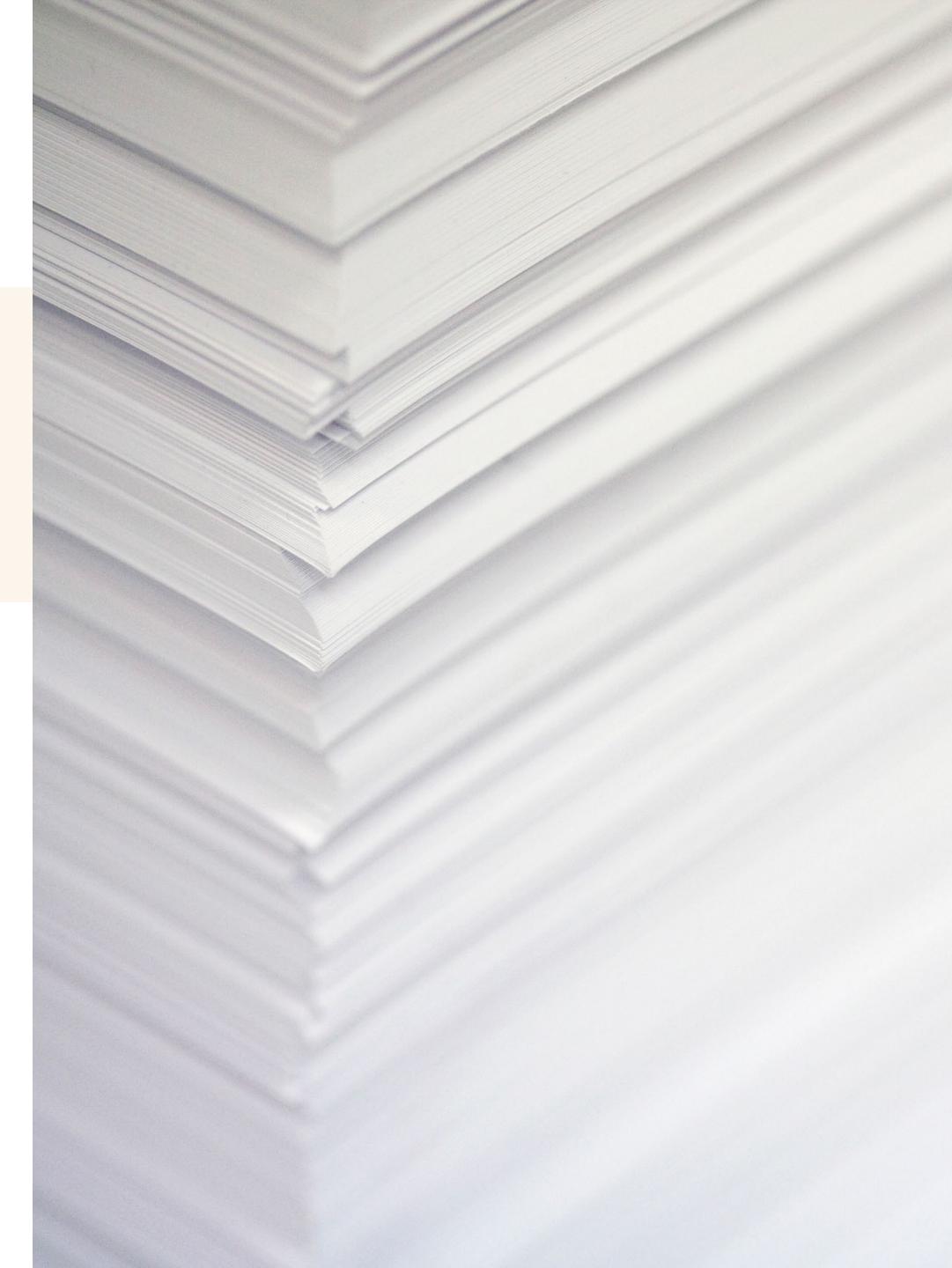
Table 2. Top 30 Occupations in Energy Industry by Number Employed

Occupation	2023 MA Employment in Energy	2024 MA Employment in Energy	Expected Trend 2030	Expected Trend 2035	Trend Drivers
Electricians	14,058	13,432	Stable	Growth	Expected growth, although slowed due to federal cuts to clean energy incentives
Pipelayers, Plumbers, Pipefitters, and Steamfitters	12,608	12,717	Growth	Growth	Expected growth due to transferability to clean energy roles
Passenger Vehicle Drivers	9,579	9,734	Growth	Growth	
Cashiers	7,050	6,651	Decline	Decline	Displacement of cashiers at fueling stations, although slowed due to federal cuts EV incentives
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	6,328	6,446	Growth	Growth	Expected growth due to electrification of heating.
First-Line Supervisors of Construction Trades and Extraction Workers	4,618	4,638	Stable	Stable	
General and Operations Managers	4,516	4,363	Stable	Stable	
Line Installers and Repairers	2,572	2,847	Stable	Stable	





Discuss Feedback on Report



Feedback from Commission Members

- Multiple Commission members recommend defining fossil fuel sector/workers and energy sector/workers. **Does the Commission agree with the following definitions:**
 - As per MassCEC, fossil fuel workers are active in fossil fuel motor vehicles, natural gas generation, other fossil fuel generation, petroleum fuels, natural gas, and natural gas distribution.
 - Energy workers more broadly captures all workers in the fossil fuel and clean energy industries.
- Mark recommends reorganizing the report so that the “Retaining the Fossil Fuel Workforce During the Transition and Training for Future Jobs” is moved up and most of the detailed information from the following sections is considered an appendix: Energy Jobs; Apprenticeships, Training, and Certification Programs; other subsections of Workforce Retention and Development Strategies for a Transitioning Industry. **What are Commission members thoughts on shortening the report like this?**
- Mark recommends more clarity and description around the impact of a hostile federal government means for the transition. **What are Commission members thoughts on adding more detail on the impact of a hostile federal government?**
 - If the Commission is interested, who can volunteer to add draft language to cover this?



Feedback from Commission Members

- Larry recommends acknowledging that AI is likely to impact various job categories in general, including fossil fuel-related jobs. **Does the Commission agree with adding a reference/ acknowledgement of AI to the report?**
- Larry recommends adding manufacturing to future energy jobs (like manufacturing of GSHPs) and is going to work on drafting this section by end of September.
- MassCEC recommends aligning all clean energy jobs numbers with the MassCEC 2024 Clean Energy Industry Report.
 - **Does the Commission agree with including 44,191 as the number of fossil fuel workers based on the MassCEC Workforce Needs Assessment (2022 data)?**
- **Question for Commission: Should nuclear be included in future energy jobs given Governor's affordability bill and ongoing decommissioning work at Pilgrim?**





Discuss Recommendations to Include in Report



Draft Recommendations (1 of 2)

Expand Investment in Clean Energy Apprenticeships: The Commonwealth should commit a targeted investment of **\$X million** to expand registered apprenticeship opportunities in clean energy sectors such as offshore wind, solar, geothermal, energy storage, EV charging infrastructure, and building decarbonization. This funding should support program capacity, curriculum modernization, and expansion of employer partnerships to ensure alignment with projected job growth in the coming decade.

Prioritize Underrepresented Workers in Apprenticeship Expansion: A portion of the above investment should be dedicated to outreach, recruitment, and retention strategies that increase access for historically underrepresented populations, including women, people of color, environmental justice communities, and formerly incarcerated individuals. This should include wraparound supports such as stipends, childcare, transportation assistance, and language access to remove barriers to participation.

For state-funded energy work, require disclosure of use of labor-peace agreements, project labor agreements, collective bargaining agreements, prevailing wage, and registered apprentices. This would include work funded via state programs including, but not limited to, MassSave and SMART.



Draft Recommendations (2 of 2)

Authorize and fund work by OLWD and EEA to **identify and convene employers of fossil fuel workers to develop a five- and ten-year outlook for their workforce needs and make recommendations** for retention and training, service continuity incentives, bridge-to-retirement programs, and cross-sector knowledge transfer. For companies regulated by the Department of Public Utilities, make these plans requirements that must be developed within 18 months and updated every two years.

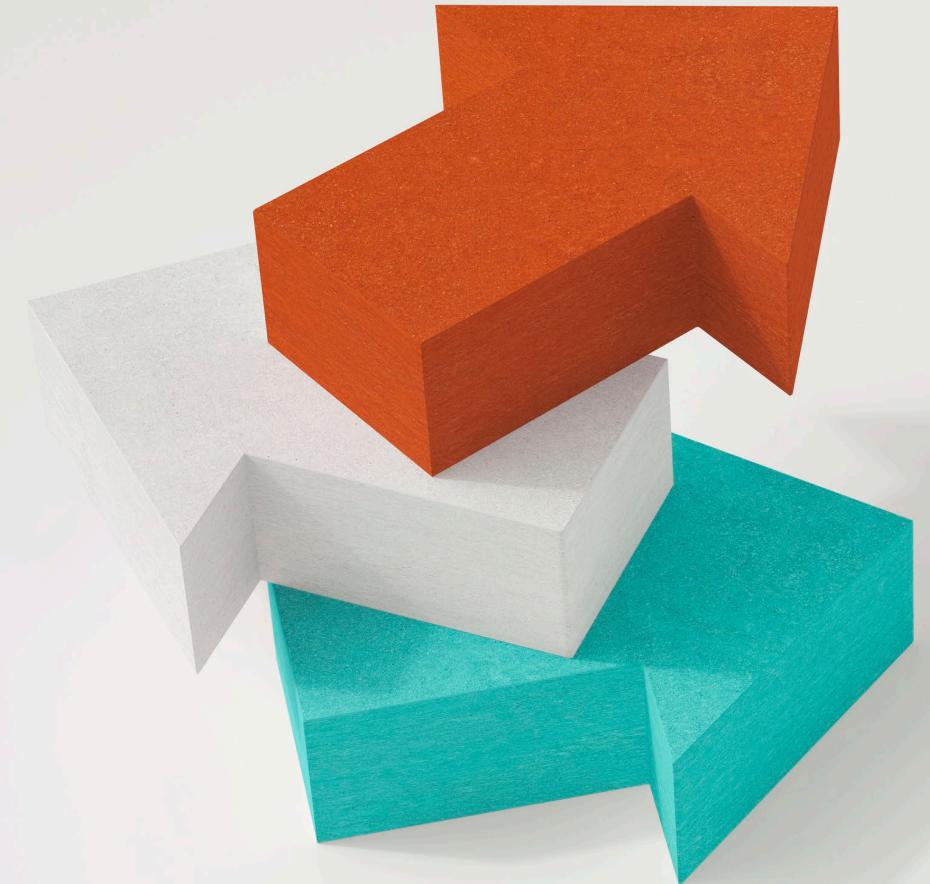
Authorize and fund OLWD to support a one-stop-shop on all available energy apprentice, workforce training, and certification programs in Massachusetts, including information on how to apply for programs, pre-requisites needed, and skills gained/opportunities available after successful program completion. As part of this work, authorize and fund OLWD, EEA, MassCEC, and Department of Elementary and Secondary Education to develop an associated skills and certification mapping tool for energy-related jobs. Authorize and fund Department of Elementary and Secondary Education to conduct trainings on and make information available to educators and guidance counselors on tool and provide funding for curriculum.

Authorize and fund OLWD, Department of Labor Standards, and/or Division of Occupational Licensure to **develop standard certifications for energy-related work** for use by municipalities to align requirements and create more predictable pathways to hiring and employment.





Next Steps and Timing



Detailed Timeline

	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Report Writing			May – Oct							
Rough Draft of Report						Aug 12	◆			
Initial Review from Commission						Aug 12 – Sep 9	◆			
Full Draft of Report								Oct 1	◆	
Site Visits			Jun – Sep							
Review Cycle								Oct – Nov		◆
Commission Reviews Final Report								Oct 1 – Oct 21		
Executive Review (Secretaries)								Nov 3 – Nov 21		
Send to Gov Leg & Cabinet Affairs								Nov 3 – Dec 19		
Submit Report to Legislature										Dec 22 ◆



Next Steps

- Co-chairs and team will make final edits to the draft report based on today's discussions and draft the executive summary by early October
- Commission members will have ~2 weeks to review the final report in mid-October
- The report will go to the EEA and LWD secretaries, legislative affairs, and cabinet affairs in late October / early November for concurrent review

