Summary Minutes of the U.S. Department of Energy (DOE)'s
21st Century Energy Workforce Advisory Board (EWAB)
Public Meeting

November 2, 2026 – 2:00pm to 3:00pm ET

The 21st Century Energy Workforce Advisory Board (EWAB or the Board) convened for its 11th public meeting via Microsoft Teams on November 2, 2026. The virtual meeting was open to the public in accordance with the Federal Advisory Committee Act (FACA; Public Law 92-463).

EWAB members present:

- Allison Weinberg, American Petroleum Institute
- Brianne Miller, Anthropic
- Chris Levesque, TerraPower
- Dr. Deeana Ijaz, Our Next Energy
- Dr. Girard Melancon, Future Use of Energy in Louisiana
- James (Jim) Harrison, Utility Workers Union of America
- Melissa (Missy) Henriksen, EWAB Chair, Center for Energy Workforce Development
- Roderick (Rod) Eggert, Colorado School of Mines
- Todd Malan, Google Cloud

DOE staff presenting and/or supporting the meeting:

- Angela Dayton, EWAB Designated Federal Officer, Office of Policy
- Lucas (Luke) Goodman, ORISE DOE Scholars Fellow, Office of Policy

Other attendees present for all or a portion of the meeting:

- Crystal Bell
- Donivan Porterfield
- Jack Folwell
- Joseph (J.J.) Smith
- Leland Cogliani
- Rachel Tolliver
- Riley Yates
- Sam Cestari
- Solomon Morgan

Meeting Summary

Designated Federal Officer (DFO) Angela Dayton welcomed participants, read the Department of Energy's (DOE) recording policy, and provided opening remarks. Chair Missy Henriksen called the meeting to order, after which the DFO conducted a roll call of Board members and reviewed the agenda. The meeting agenda included updates on EWAB activities, deliberations on potential topics for the biennial report, acknowledgment of public comments, a Board vote, and closing reflections.

DFO Dayton noted that the Board's next biennial report is expected to be submitted to the Secretary of Energy in September 2027. She further explained that the Board's deliberations and

subsequent vote would inform its research plan and the formation of subcommittees tasked with examining the selected topics in greater depth.

Chair Henriksen requested a motion for the Board to develop an actionable report focused on strengthening DOE's institutional capacity to lead, coordinate, and implement energy workforce strategies. Member Todd Malan made the motion, and Member Jim Harrison seconded it. No further discussion or objections were raised. DFO Dayton conducted a roll-call vote. The motion passed unanimously, with nine votes in favor, none opposed, and no abstentions.

EWAB Activities and Renewed Charter

DFO Dayton reported that Secretary of Energy Chris Wright appointed ten members to the Board in March 2026 for two-year terms and renewed EWAB's Charter on September 30, 2026, extending the Board's authorization through 2031. She explained that the renewed Charter outlines the Board's responsibilities, including convening workforce stakeholders, researching existing energy education and workforce development models to avoid duplication of efforts, identifying emerging workforce challenges, and recommending strategies as outlined in 42 U.S.C. § 18744. The DFO further noted that these responsibilities would support the Board's research and recommendations throughout the new charter period while maintaining its advisory role to the Secretary of Energy.

2027 Biennial Report Topic Discussion

Chair Henriksen reviewed the Board's current Charter and outlined four proposed areas of focus for the upcoming biennial report. These included identifying priority actions to strengthen DOE's leadership and coordination of energy workforce development; examining successful workforce development models in other industries; convening stakeholders to identify emerging needs and opportunities; and assessing the implications of artificial intelligence (AI) for the energy workforce. She invited members to consider whether these topics should be addressed through separate reports or integrated into a single, consolidated set of actionable recommendations. Chair Henriksen recommended focusing the report on strengthening DOE's institutional capacity to lead, coordinate, and implement energy workforce strategies, with the remaining topics serving as supporting areas of research and stakeholder input.

Chair Henriksen explained that the biennial report could identify and prioritize Department-level actions to strengthen DOE's workforce development capabilities. The preliminary recommendations were organized around three areas: leadership and coordination, the Department's role in advancing workforce priorities, data and investment, and improving the Department's ability to respond to changing energy labor markets. She noted that the Board's 2024 strategy and 2025 special report provided a foundation for this work and suggested that the 2027 report build on those recommendations by identifying practical, high-priority actions that the Department can take to support workforce needs across the energy sector. Chair Henriksen further described how the proposed supporting workstreams could inform the Department's workforce strategy and implementation priorities. Research into other industries would identify successful workforce development models and practices that could be adapted to the energy sector. Stakeholder convenings would provide direct input from employers, labor organizations, educational institutions, workforce development entities, and community organizations regarding

emerging challenges, effective solutions, and areas requiring DOE support. Consideration of AI would address evolving skill requirements, implications for organized labor, and workplace safety. She suggested that these findings could be integrated into the broader report to ensure that DOE's workforce recommendations were informed by effective practices, responsive to industry needs, and adaptable to emerging technologies.

Member Jim Harrison supported developing a consolidated report focused on DOE's capacity to coordinate and implement workforce development strategies. Member Chris Levesque emphasized the importance of building on existing workforce planning efforts across DOE program offices to avoid duplication. Member Deeana Ijaz agreed that a single, high-impact report should provide an actionable roadmap, with stakeholder engagement and AI addressed as cross-cutting considerations.

Member Rod Eggert also supported a Department-wide institutional framework and identified stakeholder engagement as the highest supporting research priority, followed by an examination of transferable workforce practices from other industries. He acknowledged the relevance of AI but cautioned against duplicating existing research on its labor market implications. Chair Henriksen agreed that any analysis of AI should offer a distinct contribution and remain aligned with the Board's workforce advisory responsibilities.

Chair Henriksen emphasized the importance of building upon existing DOE workforce development efforts and the Board's previous recommendations while identifying the most pressing priorities for future action. She invited members to provide their perspectives on the proposed structure and priorities, with the objective of establishing a focused work plan that would guide subsequent search, stakeholder engagement, and development of recommendations to the Secretary.

Workforce Research and Stakeholder Engagement

Board members discussed opportunities to engage employers, labor organizations, education and training providers, and other workforce stakeholders to better understand hiring challenges, skill requirements, and regional workforce needs. Members considered organizing stakeholder discussions by energy industry or geographic region and examining successful workforce development models and training investments in other sectors competing for similar talent. They also acknowledged that AI-related changes in occupational skills, workplace safety, and labor practices could inform the report where relevant without requiring a separate research effort.

Chair Henriksen asked whether the Board could gather information through targeted discussions with industry representatives or whether DOE could facilitate broader, periodic stakeholder forums. Members considered the benefits of both industry-specific and regional engagement approaches, particularly in areas experiencing significant energy infrastructure development. The Chair emphasized that the Board's limited membership could not fully represent the perspectives of every industry or community and noted that direct engagement with stakeholders experiencing recruitment, training, and retention challenges would help strengthen the relevance and specificity of the Board's recommendations.

Rural and Tribal Workforce Needs

Chair Henriksen identified rural and Tribal workforce development as a potential priority, including themes raised in written public comments. Member Todd Malan observed that large energy and data infrastructure projects may be located in rural areas without an adequate nearby labor supply, requiring workers to be recruited from elsewhere. Member Jim Harrison emphasized that workforce development is place-based and suggested drawing on EWAB's prior recommendations addressing rural and Tribal communities. Member Malan specifically cited Tribal communities on or near reservations and noted that bringing outside workers to remote construction sites can generate additional local workforce challenges. The Chair observed that similar planning concerns could arise across energy technologies, including expanded nuclear capacity and digital infrastructure.

Member Deeana Ijaz characterized the geographic mismatch between project sites and available workers as a structural project-execution risk, recommending localized, data-informed workforce planning. Member Girard Melancon supported connecting rural and urban labor markets and exploring transferable skills across sectors. Member Brianne Miller suggested examining lessons from National Laboratories in rural communities, while Member Allison Weinberg stressed that stakeholder engagement should capture the experiences of rural and Tribal communities.

The Chair summarized the Board's interest in examining workforce needs across the energy supply chain, including the perspectives of employers and labor organizations. No members raised objections to this approach.

Public Comment Section

DFO Dayton acknowledged that three written public comments had been submitted and subsequently shared to the Board members before the meeting. No individuals registered to provide oral comments, and no oral comments were received. The DFO noted that the written submissions would be retained as Board records and made publicly available in accordance with applicable requirements.

EWAB Biennial Report Topic Vote

Before the vote, DFO Dayton confirmed that Members Brianne Miller and Todd Malan had joined the meeting and that a quorum was present. Chair Henriksen requested a motion for the Board to develop an actionable report focused on strengthening DOE's institutional capacity to lead, coordinate, and implement energy workforce strategies. Member Todd Malan made the motion, and Member Jim Harrison seconded it. No further discussion or objections were raised.

DFO Dayton conducted a roll-call vote. Members Allison Weinberg, Brianne Miller, Chris Levesque, Deeana Ijaz, Girard Melancon, Jim Harrison, Missy Henriksen, Rod Eggert, and Todd Malan voted in favor of the motion. The motion passed unanimously, with nine votes in favor, none opposed, and no abstentions.

Next Steps

Chair Henriksen outlined plans to establish subcommittees to research stakeholder engagement approaches, cross-industry workforce development models, rural and Tribal workforce needs, and other topics relevant to the biennial report. Members were invited to identify their areas of interest and indicate whether they would be willing to serve as subcommittee Chairs.

The Board anticipated identifying subcommittee members and leadership within two weeks and developing a research plan and drafting a timeline following the assignments.

DFO Dayton indicated that she would coordinate scheduling for a potential in-person meeting in February 2027. The Chair noted that the meeting date would help establish near-term subcommittee milestones and guide preparation of the biennial report. She encouraged members to communicate their areas of expertise, research interests, and availability to her and the DFO to support subcommittee assignments and leadership selections. The subcommittees would conduct research to inform recommendations developed by the full Board.

Final Comments

Chair Henriksen thanked Board members for their participation and contributions to the discussion and reiterated the next steps for establishing subcommittees. DFO Dayton confirmed that the meeting had been conducted in accordance with applicable Federal Advisory Committee Act (FACA) procedures and noted that the meeting minutes would be posted on the public EWAB website. DFO Dayton then formally adjourned the meeting.

Meeting Adjourned at approximately 2:45pm Eastern.

Respectfully submitted.

ANGELA DAYTON

Digitally signed by ANGELA DAYTON
Date: 2026.11.05 15:14:01 -07'00'

Angela Dayton
Designated Federal Officer

I hereby certify that these meeting minutes of the November 2, 2026, EWAB 11th public meeting are true and correct to the best of my knowledge.

Melissa Henriksen

Melissa (Missy) Henriksen
Chair, EWAB