



The Secretary of Energy
Washington, DC 20585

August 25, 2025

Ms. Missy Henriksen, Chair
21st Century Energy Workforce Advisory Board
U.S. Department of Energy
1000 Independence Avenue, SW
Washington, DC 20585

Dear Ms. Henriksen and Members of the 21st Century Energy Workforce Advisory Board:

The Trump Administration has a bold and ambitious agenda to unleash American energy, promote energy abundance, and demonstrate leadership in scientific and technological innovation – and we need a skilled energy workforce to achieve these goals.

Upon reviewing the *Recommendations of the 21st Century Energy Workforce Advisory Board, July 2025*, submitted on July 9, 2025, I appreciate the recommendations presented and respect your insights on the opportunities the Department of Energy (DOE) has to demonstrate leadership in ensuring our nation as the necessary workforce to unleash American energy at home.

The Department has considered the Energy Workforce Advisory Board's (EWAB) recommendations and concurs with the overarching recommendations. Further, DOE commits to developing an **Energy Workforce Strategy** that enables effective workforce planning and supports the development of a skilled energy workforce, especially for high-priority energy industries needed to catalyze achieving American energy dominance and innovation.

Corresponding with the EWAB's recommendation, this strategy will prioritize:

- **Scaling pathways to middle and high wage energy jobs, emphasizing apprenticeships and other earn-and-learn training pathways.** DOE's workforce and education investments have long prioritized education in traditional 4-year postsecondary and advanced degree programs. Building upon DOE's existing investments, DOE will explore additional ways to bolster earn-and-learn pathways to energy jobs with high wages and quality benefits such as pre-apprenticeship, youth apprenticeship, and registered apprenticeship programs.
- **Increasing awareness and understanding of entry into energy careers for young learners and career-ready adults.** DOE agrees that career seekers and young students need a foundational knowledge of energy in a way that makes energy careers attractive, attainable with various levels of education, meaningful contributors to society, and supportive of a long-term career. Leveraging existing investments for scientific education, public outreach, and industry relationships, DOE will chart a strategy for a multifaceted campaign to raise excitement and boost access to information and opportunities to enter training for in-demand energy occupations.

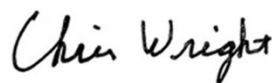
- **Driving effective workforce solutions in high-need regions and industries for energy infrastructure and supply chain expansion.** DOE will engage stakeholders – industry, employers, labor organizations, and educational and training institutions – and partner with relevant federal and state agencies to identify unmet needs and available assets. This process will inform how DOE can address workforce challenges and gaps in its funding opportunities, especially in communities with a high concentration of discouraged workers, communities severely impacted by aging energy infrastructure, and rural and remote areas where workforce training opportunities are lacking.
- **Establishing clear strategies for priority energy industries to enable effective workforce planning.** Cohesive and industry-driven solutions are needed to support priority industries that are challenged by 1) an aging and retiring workforce, 2) a lack of workforce training opportunities in remote areas or for emerging technologies, and 3) a lack of knowledge about resources to fast-track workforce development for in-demand careers. As noted in the EWAB’s report, these industries include nuclear, electric grid (including artificial intelligence infrastructure), oil, gas, and geothermal, and critical minerals and materials. Additionally, DOE will continue to meet the needs of other key industries highlighted in the Executive Order Unleashing American Energy, such as hydropower, biofuels, and coal.

Thank you for advising DOE on how we can “create employment opportunities for American workers, including drawing discouraged workers into the labor force” in response to the Presidential Memorandum titled: “[Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis](#)” (Cost-of-Living PM).

The recommendations you have produced will inform how the Department can support the implementation of the Cost-of-Living PM and other energy policy priorities established by the Administration, including the [first Secretarial Order on Unleashing the Golden Era of American Energy Dominance](#) and other related Executive Orders.

We look forward to working with the EWAB to release an informed and impactful Energy Workforce Strategy in the near future.

Sincerely,



Chris Wright
Secretary of Energy