

June 6, 2019



U.S. DEPARTMENT OF  
**ENERGY**

Office of Economic  
Impact and Diversity

# Diversity **4** Economic Impact

Director James E. Campos | DOE Office of Economic Impact and Diversity



## Office of Economic Impact and Diversity (ED)

- Established in **1979** to increase minority participation in energy programs.
- More than **\$700 million dollars** to support minority serving institutions, primarily through **research and development programs**.
- **Facilitate equal opportunity** for minorities, women, persons with disabilities, and people with limited English proficiency.
- Promotion of a **high-performing and inclusive workforce**.

## Workforce Diversity

- Optimization of natural resources, **including** Human Capital.
- **Technology advancements** boosting performance.
- **8 million** minority-owned businesses in America.
- Minorities poised to become **the majority** in 2045.
- Minorities **underrepresented** in STEM fields.
- “All hands on deck.”



## Workforce Outlook

- Baby Boomers: **25%** of energy sector workforce to retire by 2022.
- **Rapid technological developments** leaving the remainder underprepared.
- Industry action urgently needed to meet increasing demand for **engineering professionals**.
- By 2030: need for **105,000 new workers** in **smart grid** and **electric utilities** (only 25,000 of current personnel forecasted to fill these positions).
- Energy **sector training times** remain prohibitive, with some lasting **7 years**.

## By the numbers...

- Women: **22%** of electric power generation, transmission, and distribution workforce.
- African Americans: **8%** of electricity workforce.
- Veterans: **8%** of current electricity workforce.
- **Inclusion** in renewable energy **lagging** behind national average:
  - Women: 24% (19% in 2013),
  - African Americans: 5.2% (5.9% in 2013),
  - Veterans: 9.2% in 2013 and 8.1% in 2015,
  - Latinos: 11% (16% in 2013).



## By the numbers...

- Here's a small slice of data that captures the **inadequate share of minority women in college pursuing STEM fields**:
  - Engineering: 3.1%
  - Physical Sciences: 6.5%
  - Mathematics: 5.4%
  - Computer Science: 4.8%
- We've got a lot of work to do...



# Equity in Energy



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Equity in Energy is an initiative designed to include and expand the participation of individuals in underserved communities, which includes minority communities, Native Americans, women, veterans, and formerly incarcerated persons, in all the programs of the Department. Equity in Energy also seeks to infuse and expand participation in the private energy sectors in our nation's economy to ensure America's energy independence.





## Equity in Energy

- STEM Enhancement
  - According to the U. S. Department of Commerce, STEM occupations are growing at 17%.
- Supplier Diversity
  - Emphasizes the creation of a diverse supply chain that works to secure the inclusion of diverse groups in the procurement plans for government, non-profits, and private industry.
- Technical Assistance
  - Training through practical, hands-on workshops and seminars is often the missing piece that can be the tipping point for success over failure.
- Workforce Development
  - Workforce development is an interconnected set of solutions to meet employment needs.
- Access and Attractability
  - Bringing awareness to underserved communities on all the diverse areas of the energy economy and to bridge the gap between interest and entrance.



[Video Link](#)



## Thank you!

James E. Campos  
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Office of Economic Impact and Diversity