

Minority Inclusion in Workforce Development

Presented to the National Association of Regulatory
Commissioners

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American Association of Blacks in Energy

About American Association of Blacks in Energy

A national association of energy professionals... 1700 members in 36 chapters, nationwide

- A resource for discussion of the economic, social and political impact of environmental and energy policies.
- Ensure the involvement in energy policymaking by recommending capable and informed personnel to appropriate officials.
- Encourage energy-related public and private sectors to be responsive to the problems, goals and aspirations of African Americans.
- **Encourage energy related career pursuits for African American students and to provide financial aid and mentorship support.**

AABE: Energy Knowledge for Our Community, Our People and Our Tomorrow

“ ... despite our historical successes in higher education, the preeminence of many of our colleges and universities, and some examples of improvement in this decade, our higher education performance is not commensurate with the current needs of our society or our economy.”

Measuring Up 2008

National Center Report Card on Higher Education

What Happened?

- Other nations have made enormous strides
- Affordability of higher education
- Investment in elementary and secondary education

Educational Level of Americans

Figure 3: Educational level of older Americans reflects educational progress of earlier times.

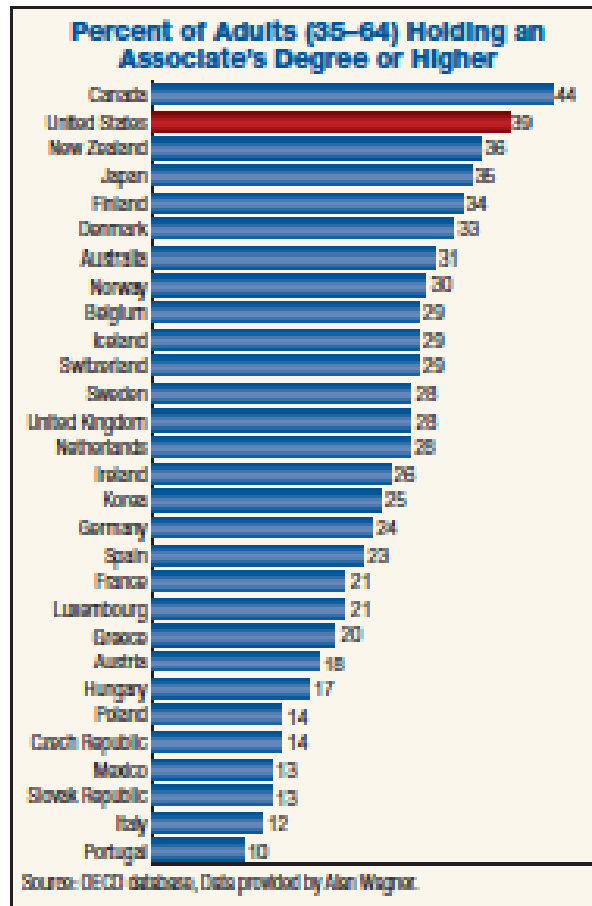
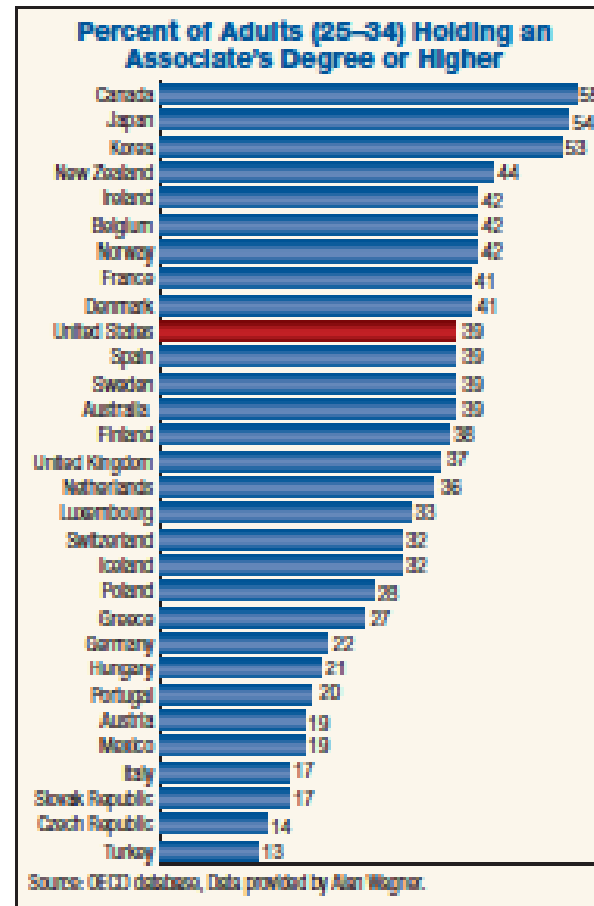


Figure 4: Educational level of younger American adults has slipped.



Investment in Higher Education

Table 1: The burden of paying for college has increased for all families, but has increased more for middle- and low-income families.

Net College Costs* as a Percent of Median Family Income			
At public four-year colleges and universities	1999-00	2007-08	% pts increased
Lowest income quintile	39%	55%	16%
Lower-middle income quintile	23%	33%	10%
Middle income quintile	18%	25%	7%
Upper-middle income quintile	12%	16%	4%
Highest income quintile	7%	9%	3%
At public two-year colleges			
Lowest income quintile	40%	49%	9%
Lower-middle income quintile	22%	29%	7%
Middle income quintile	15%	20%	5%
Upper-middle income quintile	10%	13%	3%
Highest income quintile	6%	7%	2%

* Net college costs equal tuition, room, and board, minus financial aid. The numbers may not add exactly due to rounding. Source: *Measuring Up 2008*.

The Challenge: Educating The Workforce

- Retraining existing workforce
- High School graduates who go on to college
- Households without college education
- Graduation rates
- Students who study STEM
- Math and science aptitude of students

Challenge: Supporting High School Students

- College Enrollment
- Drop out rates
- Quality of education
 - Not college ready
- Disparity in enrollment for college
- Math and science aptitude not as high as peers internationally

Challenge: Supporting College Students

- Readiness
- Graduation rates
- Most popular majors
 - #1 – Business
 - #4 - Biology / Biological Sciences
 - #10 – Computer and Information Sciences
- Need college bound students to want to study in the STEM majors

What can we do?

- Partnerships
- Develop innovate models to learning
- Support and encourage companies to partner with their local schools
- Offer student opportunity to learn more about the energy business

Model: New Jersey Weatherization Training Program

- Community Driven Collaboration
- Training of residents in empowerment zones to become weatherization technicians/installers.
- Partners: Black Ministers Council, CAP agencies, Vocational – Technical Schools and Labor Union
- Comprehensive training program
- Uses community partners expertise all aspects of program

Model: PG&E Power Pathway

- Partnership between company, education system & others
- Training opportunities to fill gap
- 4 Tracks:
 - Career Prep
 - Industry
 - Education
 - Green

Model: AABE Scholarship and Mentoring

- Eligible for minority students who plan to study STEM
- Gave out over \$180,000 in 2009
- Recipients paired with an AABE member as mentor
- Internships and other opportunities

“In the middle of every difficulty lies opportunity.”

- Albert Einstein