

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1 NEAL R. GROSS & CO., INC.

2 RPTS WOJACK

3 HIF058030

4

5 CLEAN ENERGY INFRASTRUCTURE AND THE

6 WORKFORCE TO BUILD IT

7 WEDNESDAY, FEBRUARY 27, 2019

8 House of Representatives

9 Subcommittee on Energy

10 Committee on Energy and Commerce

11 Washington, D.C.

12

13

14 The subcommittee met, pursuant to call, at 10:30 a.m.,

15 in Room 2322 Rayburn House Office Building, Hon. Bobby L.

16 Rush [chairman of the subcommittee] presiding.

17 Members present: Representatives Rush, Peters, Doyle,

18 McNerney, Tonko, Loeb sack, Butterfield, Schrader, Kennedy,

19 Veasey, Kuster, Barragan, McEachin, O'Halleran, Blunt

20 Rochester, Pallone (ex officio), Upton, Latta, McMorris

21 Rodgers, Olson, McKinley, Griffith, Johnson, Bucshon, Flores,

22 Hudson, Walberg, and Duncan.

23 Staff present: Jeff Carroll, Staff Director; Adam

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

24 Fischer, Policy Analyst; Waverly Gordon, Deputy Chief
25 Counsel; Rick Kessler, Senior Advisor and Staff Directory,
26 Energy and Environment; Brendan Larkin, Policy Coordinator;
27 John Marshall, Policy Coordinator; Mel Peffers, Environment
28 Fellow; Tim Robinson, Chief Counsel; Tuley Wright, Energy and
29 Environment Policy Advisor; Bijan Koochmaraie, Minority
30 Counsel, CPAC; Mary Martin, Minority Chief Counsel, Energy &
31 Environment & Climate Change; Brandon Mooney, Minority Deputy
32 Chief Counsel, Energy; and Brannon Rains, Minority Staff
33 Assistant.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

34 Mr. Rush. The Subcommittee on Energy will now come to
35 order, and the chair recognizes -- will the witnesses please
36 take their seat at the table? Will the witnesses please take
37 their seat at the table?

38 We want to welcome all of our witnesses to this
39 inaugural hearing of the 116th Congress, and we are delighted
40 to see all of the witnesses here.

41 The chair now recognizes himself for 5 minutes. Once
42 again, I would like to welcome everyone here today. I really
43 want to, once again, welcome our witnesses. You brighten up
44 the room here, and we certainly thank you for your attendance
45 and your sacrificing your time.

46 I am truly excited to hold this morning's hearing
47 focused on H.R. 1315, the Blue Collar to Green Collar Jobs
48 Development Act. We have an excellent panel of majority and
49 minority witnesses, who represent me on the same diverse
50 groups that this bill is designed to reach.

51 While I am eager to hear from all of our guests, please
52 allow me this great pleasure to acknowledge Ms. Anne
53 Pramaggiore, who is here representing one of the most
54 forward-looking utilities in the nation, Exelon, based out of
55 one of the most forward-looking cities in the nation, my
56 great home city of Chicago, that only yesterday had an

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

57 election, and for the first time in history nominated two
58 African American women to be in the runoff for election as
59 mayor of the city of Chicago.

60 I must say that right from the outset, I want to make it
61 clear that this -- that the bill that we have before us today
62 should be viewed as a work in progress.

63 I am pleased that so many stakeholders have reached out
64 to my office, up to and including this very moment that this
65 hearing is commencing. My objective is to continue to work
66 with and incorporate constructive feedback from as many
67 organizations that truly share my goal of putting Americans
68 back to work.

69 And let me be as frank as possible. My primary and sole
70 objective is exactly that: putting as many American citizens
71 to work in good-paying energy and manufacturing jobs as
72 humanly and legislatively possible. The substance of this
73 bill has not changed since the bill was passed through the
74 full committee and through the House -- under Republican
75 control I might add -- with overwhelming bipartisan support
76 over the last two congresses.

77 However, what we have heard time and time again
78 throughout these last few years is that we were not always
79 able to truly help the very same individuals that this bill

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

80 was designed to reach. Many potential candidates from low-
81 income homes and minority communities, women who serve as
82 heads of household, returning veterans, out-of-work coal and
83 other energy workers, were not always able to take advantage
84 of training programs.

85 These individuals have stressed to me that they needed
86 assistance just to enroll in these facilities. Initially,
87 many of these very same candidates were not able to leave one
88 low-paying job or even give up their job searches simply
89 because they couldn't afford to go through the training if
90 they were not getting paid as they worked to advance their
91 careers.

92 This is just the reality of many of the candidates that
93 this bill is designed to reach, and this is also the reason
94 why we needed to beef up this legislation with actual
95 resources and assistances to help these American citizens.
96 So I truly hope that moving forward we can, once again, for
97 the third time, make this a bipartisan bill.

98 My office is eager, willing, and anxious to work with
99 any member on this subcommittee or beyond to address any
100 legislative concerns and put forward legislation that will
101 not -- that will hit the mark and help put hundreds or even
102 thousands of hardworking Americans back to work in good-

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

103 paying jobs and careers.

104 But, once again, I want to thank all of our
105 distinguished witnesses for being here today, and now I would
106 like to call on my friend and colleague from my neighboring
107 state, the great State of Michigan, Ranking Member Upton, for
108 his opening statement.

109 Mr. Upton. I like that great State of Michigan, but
110 even better I like being called your friend, because in fact
111 we are. We have been very good friends for a long, long time
112 and share many, many things together.

113 Mr. Chairman, I do thank you for holding this hearing to
114 continue our efforts on the workforce development. This
115 hearing marks the first in the Energy Subcommittee under your
116 chairmanship, and I look forward to working very closely with
117 you and your staff and members on both sides of the aisle.

118 I want to welcome our newest member on the Republican
119 side, Cathy McMorris Rodgers, to our subcommittee.

120 Mr. Chairman, I am confident that we can continue our
121 long history of bipartisan cooperation and set aside some of
122 our differences. Working together, we have delivered some
123 very big wins -- some would call them huge -- for the
124 American people over the years, and I remain hopeful that we
125 will continue in that tradition.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

126 Since our first hearing is billed as a legislative
127 hearing, I should note that under my chairmanship of the
128 committee we strive for regular order. In fact, you will
129 remember that we moved your workforce legislation in the
130 114th Congress to promote a 21st century energy and
131 manufacturing workforce, with both background and legislative
132 hearings and markups.

133 We worked together again in the last congress, the
134 115th, to pass a bill a second time, the same bill a second
135 time, by unanimous consent in the committee, and also on the
136 House floor. Sadly, the Senate didn't get it done, but that
137 doesn't mean that we can't keep trying.

138 I hope that I would take you at your word that this
139 hearing doesn't start a precedent of rushing to move new
140 legislation without thorough analysis and oversight. This
141 new bill was just sprung on us last week, and we haven't had
142 much of an opportunity to work with you. But I remain
143 open-minded, and I have serious concerns that this
144 legislation unfairly picks winners and losers and has the
145 potential to waste valuable taxpayer dollars.

146 My colleagues and I on this side of the aisle were
147 pleased to support your bill last congress because it did
148 take an all-of-the-above approach that recognized the

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

149 benefits of reliable, affordable, and plentiful energy jobs
150 in manufacturing competitiveness. We both made some
151 compromise, and in fact we found a sweet spot.

152 I am afraid that this bill strays from our bipartisan
153 agreement from last congress. It appears that it simply
154 recycles the failed Obama administration Green Jobs agenda by
155 promising nearly a billion dollars of new spending to retrain
156 workers for the so-called Green Jobs.

157 The record has shown that the Obama Green Jobs agenda
158 did waste billions of dollars and failed to deliver on its
159 promises. There were many lessons learned, and we should
160 take our time to get this one right rather than repeat the
161 mistakes of the past, and I look forward to working together
162 on that.

163 I especially look forward to hearing from our witnesses
164 today, so that we can better understand the needs and
165 opportunities for expanding private sector workforce
166 development initiatives to improve diversity in the energy
167 and manufacturing industries. I believe that we both share a
168 desire to expand opportunities for minorities, for women, and
169 certainly our veterans, in the energy industry, although that
170 we may differ on the strategy to accomplish that goal.

171 Today we are going to hear from witnesses representing

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

172 veterans and women in the types of traditional energy jobs
173 that would be unfairly excluded by the legislation before us.

174 I would ask that you listen to the voices of those who work
175 in nuclear, fossil, energy, and manufacturing industries and
176 open this process up, so that in fact it is more transparent
177 and inclusive.

178 We should also receive testimony from the Department of
179 Energy and incorporate the lessons learned from the Green
180 Jobs Program before rushing to move this bill. I remain
181 hopeful that these important workforce development issues
182 don't get bogged down in partisan politics. As we have done
183 in the past, when we give all sides an opportunity to
184 participate and adhere to regular order, there is no limit in
185 terms of what we can achieve.

186 The bipartisan bills we passed into law last congress
187 are prime examples. We streamlined the licensing process for
188 renewable hydro power projects. We promoted zero emissions
189 nuclear energy. We amended the Federal Power Act to provide
190 more transparency on electric rates for consumers, and we
191 advanced solutions to modernize our infrastructure and harden
192 our grid.

193 There is a lot that needs to be done this congress, and
194 Republicans are certainly eager to go to work. We are going

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

195 to continue to put consumers first in everything that we do
196 as we propose solutions to encourage technological innovation
197 and energy, ensure a sound regulatory environment, promote
198 American workforce development, and foster free markets and
199 competition.

200 With that, I look forward to working with you in this
201 congress, and I yield back the balance of my time. Thank
202 you, my friend.

203 Mr. Rush. Thank you, and your comments will be
204 considered.

205 The chair now recognizes Mr. Pallone, chairman of the
206 full committee, for 5 minutes for his opening statement.

207 The Chairman. Thank you, Chairman Rush. Today we are
208 discussing Chairman Rush's Blue Collar to Green Collar Jobs
209 Development Act of 2019. For many years, Chairman Rush has
210 been Congress' champion for developing a more diverse and
211 robust energy workforce, and I commend him for his longtime
212 commitment to this important effort.

213 As we approach the end of Black History Month, this
214 hearing is an important opportunity to look at the diversity
215 gaps in the energy industry, why they are occurring, and what
216 we can do to make the industry more inclusive. Minorities
217 are significantly underrepresented in the science,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

218 technology, engineering, and math, or STEM, fields. African
219 Americans and Hispanics represent 27 percent of the overall
220 nationwide workforce, but only make up 16 percent of the STEM
221 workforce.

222 And it is not just a question of minorities being
223 underrepresented in STEM fields, there is also an earnings
224 gap for minority workers who hold these jobs. The average
225 African American STEM worker earns 81 percent of the salary
226 of a white STEM worker, while a woman holding a STEM job
227 makes just 72 percent of the salary of the average man. So
228 preparing workers for the energy jobs of the future through
229 training and educational opportunities can help narrow this
230 unacceptable gap.

231 Chairman Rush's legislation takes important steps to
232 bridge the diversity gaps that currently exist in the energy
233 sector. The bill establishes a comprehensive nationwide
234 program at the Department of Energy to improve education and
235 training for jobs in energy-related industries.

236 The legislation provides DOE new authority to offer
237 direct assistance to schools, workforce development boards,
238 and labor organizations, and the bill also establishes a
239 grant program to provide funds to businesses to pay employees
240 who are receiving training to work in the renewable energy,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

241 energy efficiency, or grid modernization sectors. And these
242 are areas critically important in our efforts to combat
243 climate change.

244 Chairman Rush has been working on this bill since the
245 113th Congress. Previous versions have enjoyed strong
246 bipartisan support, including last congress when a version of
247 the bill passed the House on a voice vote. In the 114th
248 Congress, Republicans included his bill in the base text of
249 the North American Energy Security and Infrastructure Act, a
250 broad energy bill introduced by then-full committee Chairman
251 Fred Upton.

252 So I commend my colleagues on both sides of the aisle
253 for recognizing the importance of this legislation and the
254 issues it addresses. The energy workforce in our country is
255 growing, particularly in the area of wind energy, energy
256 efficiency, and grid modernization.

257 Our challenge is to ensure the appropriate training and
258 educational opportunities are available to workers who can
259 fill these jobs. And at the same time, we must develop
260 policies to provide opportunities for minorities and
261 unrepresented groups to expand their participation in the
262 energy workforce.

263 It is also important that we ensure participation both

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

264 to the traditional energy sector and the rapidly growing
265 clean energy and efficiency sectors, and the goal is to have
266 an energy workforce that reflects the demographics of the
267 country as a whole, and this bill puts us on the pathway to
268 achieving that objective.

269 So, again, I thank the Chairman, and I yield back.

270 Mr. Rush. I want to thank the Chairman on the full
271 committee. And now -- the chair now recognizes Mr. Hudson,
272 who is -- has been given Mr. Walden, the ranking member on
273 the full committee's time. So the chair now recognizes Mr.
274 Hudson of North Carolina for 5 minutes for his opening
275 statement.

276 Mr. Hudson. Thank you, Mr. Chairman. And, first, let
277 me say congratulations to you on your chairmanship of this
278 subcommittee. I am optimistic that together we can do big
279 things.

280 And thank you, Mr. Chairman, for holding this hearing on
281 energy workforce development, an important issue for me and
282 the constituents I represent back home in North Carolina.

283 I would also like to thank Mr. James Simpson, a 25-year
284 Marine Corps veteran and North Carolinian, for appearing
285 before us today on behalf of Pike Enterprises, who is
286 headquartered in Mount Airy, North Carolina, and has

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

287 operations all across the country.

288 Mr. Chairman, as has already been mentioned, this is the
289 first Energy Subcommittee of this congress, and we are
290 starting with a legislative hearing on a bill that you and I
291 have worked together on over the past two congresses. I was
292 disappointed to learn that Republicans were cut out of the
293 process this time around, and the bill was reintroduced with
294 some major changes, including a new title and hundreds of
295 millions of dollars in new spending.

296 Mr. Chairman, the bill text was released last Friday and
297 not been made widely available. This is not regular order,
298 and it is not the way I would have hoped to handle this bill,
299 given our history of working together. I was also surprised
300 to learn that the new language is not all of the above. In
301 fact, it excludes fossil, nuclear, and manufacturing
302 altogether.

303 We have worked hard to make sure the bills the last two
304 congresses were bipartisan, all of the above, and inclusive
305 of all underrepresented groups in the energy industry,
306 including minorities, women, and veterans. This new version
307 falls well short of the agreement we have had in the last two
308 congresses.

309 I look forward to working closely with you. I respect

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

310 you, Mr. Chairman, and I trust you. But because Republicans
311 were not included on this new draft, I am afraid we are not
312 putting our best foot forward. This is a legislative
313 hearing, so we should also have an opportunity to hear from
314 the appropriate Department of Energy representatives on their
315 workforce development initiatives to ensure that this
316 legislation doesn't unfairly pick winners or losers or add
317 new layers of duplicative programs.

318 In addition, this legislation would amend the DOE
319 Organization Act and establish a new office within the DOE.
320 These are significant actions that warrant examination
321 through a full and complete legislative process. Even if the
322 way we got here today is disappointing, I will try to keep an
323 open mind because we owe it to our constituents to put aside
324 our differences and work together.

325 With that said, I look forward to receiving testimony
326 from our witnesses today and gathering feedback from the
327 Department of Energy in additional legislative hearings. If
328 you are willing, as you said in your opening statement, Mr.
329 Chairman, to make this a bipartisan effort, I would also look
330 forward to offering constructive solutions to get this bill
331 back on track.

332 I thank you, Mr. Chairman, and I yield back the balance

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

333 of my time.

334 Mr. Rush. I want to say to Mr. Hudson, I look forward
335 to working with you. And I want to, just for the record to
336 be clear, the staffs on the Republican side received this
337 copy of the bill last Wednesday, not Friday. So we wanted to
338 give you ample time to prepare for this hearing, and so it
339 was last Wednesday.

340 The chair would like to remind members that pursuant to
341 committee rules all members' opening statements shall be made
342 part of the record.

343 And now, once again, it is my great pleasure and
344 distinct honor to introduce our diverse panel of witnesses
345 for today's hearing. And they are not in -- well, I am going
346 to start with our -- from my left and your right, Mr.
347 Gilbert G. Campbell, III, who is the co-founder of Volt
348 Energy. And seated next to Mr. Gilbert is Ms. Katie Walthall
349 Mehnert, the founder and chief executive officer of Pink
350 Petro and Experience Energy. I think I got that right.

351 And then next to Ms. Mehnert is Ms. Vien Truong, who is
352 the president of Dream Corps, all right? And next to Ms.
353 Truong is Mr. James Simpson, who is the manager of Military
354 Talent Acquisition at Pike Enterprises, LLC.

355 And then next is Ms. Leticia Colon de Mejias, who is the

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

356 chief executive officer of the Energy Efficiencies Solutions,
357 LLC. And, finally, once again, Ms. Anne Pramaggiore, the
358 senior executive vice president and CEO of Exelon Utilities,
359 which is headquartered in my home State of Illinois.

360 And now we will have -- first, I want to thank all of
361 our witnesses for joining us today, and we look forward to
362 your testimony. And this time we will now recognize each
363 member, each witness rather, for 5 minutes to provide an
364 opening statement.

365 Before we begin, I would like to explain the lighting
366 system. In front of you is a series of lights. The lights
367 will initially be green at the start of your opening
368 statement. The light will turn yellow when you have one
369 minute remaining. Please begin to wrap up your testimony at
370 the point of the yellow light. The light will turn red when
371 your time expires.

372 Our first witness today is Mr. Gilbert G. Campbell, III,
373 the co-founder of Volt Energy. Mr. Campbell, you have 5
374 minutes for your opening statement.

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

375 STATEMENTS OF GILBERT G. CAMPBELL, III, CO-FOUNDER, VOLT
376 ENERGY; KATIE WALTHALL MEHNERT, FOUNDER AND CHIEF EXECUTIVE
377 OFFICER, PINK PETRO AND EXPERIENCE ENERGY; VIEN TRUONG,
378 PRESIDENT, DREAM CORPS; JAMES SIMPSON, MANAGER, MILITARY
379 TALENT ACQUISITION, PIKE ENTERPRISES, LLC; LETICIA COLON
380 DE MEJIAS, CHIEF EXECUTIVE OFFICER, ENERGY EFFICIENCIES
381 SOLUTIONS, LLC; AND ANNE PRAMAGGIORE, SENIOR EXECUTIVE VICE
382 PRESIDENT AND CHIEF EXECUTIVE OFFICER, EXELON UTILITIES.

383

384 STATEMENT OF GILBERT CAMPBELL

385 Mr. Campbell. Chairman Rush, Ranking Member Upton, and
386 members of the committee, I am truly honored to be here today
387 to testify on the Blue Collar to Green Collar Jobs
388 Development Act of 2019.

389 My name is Gilbert Campbell. I am the co-founder of
390 Volt Energy, a national renewable energy development firm
391 that finances, develops, and builds solar energy, micro grid,
392 electric vehicle charging station projects for governmental,
393 educational, commercial, and nonprofit institutions.

394 Our mission as a company is to uplift communities
395 through the opportunities and benefits that are provided by
396 clean technology. Some of our notable clients include The
397 Cheesecake Factory, Subaru, Pepco, Howard University, Wake

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

398 Forest University, KIPP Charter Schools, and the District of
399 Columbia Government.

400 We are at an exciting time in American history where our
401 energy infrastructure is being modernized real time by clean
402 technology. America's transition to a cleaner, advanced, and
403 more resilient energy infrastructure is a key driver of job
404 growth that will forever change the fabric of this wonderful
405 nation.

406 The renewable energy sector currently employs 770,000
407 people, roughly the same as the U.S. telecommunications
408 industry. Solar and wind jobs outnumber coal and gas jobs in
409 30 states, including the District of Columbia. Last year,
410 energy storage jobs surged to over 90,000. Grid
411 modernization efforts have created more than 55,000 jobs, and
412 there are 174,000 Americans who develop and manufacture
413 electric vehicles currently.

414 As you can see, clean energy is one of our nation's
415 fastest growing sectors, and the transition from blue collar
416 jobs to green collar jobs should not be viewed as a blue
417 issue or Democratic issue, or a red or Republican issue.
418 Rather, it should be viewed as a red, white, and blue
419 opportunity for our nation to modernize our energy
420 infrastructure while providing good-paying jobs and wealth

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

421 creation opportunities for all Americans.

422 I am a strong supporter of this bill for the following
423 reasons. Number 1, in order to achieve our clean energy
424 goals, we need a talented, trained, and diverse workforce.
425 Number 2, given our nation's history, we need to remedy the
426 disproportionate negative impact of energy policies on
427 diverse communities and double down our investments in those
428 communities.

429 We have already seen the impact of these policies
430 nationally, and this bill will enhance and scale the
431 impactful efforts to ensure that all Americans benefit from
432 the growth of clean energy.

433 In order for us to accomplish the goals set forth in
434 this bill, it is critical that we make investments in
435 workforce development training through STEM programs that
436 cultivate the untapped but abundant talent that resides in
437 our underrepresented communities and our rural communities.

438 As I mentioned before, we also must be honest that our
439 country's aging energy infrastructure was built at the
440 expense of minority and rural communities. Our country has
441 picked losers. For example, studies show that 71 percent of
442 African Americans live in counties that violate federal air
443 pollution standards, and nearly 70 percent of African

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

444 Americans live within 30 miles of a coal power plant.

445 African American children are 4 times more likely to be
446 hospitalized for asthma, and 7.1 times more likely to die
447 from asthma than white children.

448 While the coal industry is rapidly declining, the
449 incidences of premature deaths continue to rise, amounting to
450 over 50,000 deaths per year. As we transition to a cleaner
451 infrastructure, it is only equitable that minorities, women,
452 veterans, the disabled, returning citizens, and other
453 marginalized Americans must be given the opportunity to
454 thrive in a clean energy economy that received \$333.5 billion
455 in global investments in 2017.

456 Here in the District of Columbia, Mayor Bowser and
457 regional utilities Pepco, WGL Energy, and others, have
458 supporting things like the D.C. Infrastructure Academy, where
459 the mission is to train a diverse and underrepresented
460 workforce.

461 Additionally, I serve on the board of the Energy
462 Advisory Board of the Faunteroy Community Enrichment Center
463 that serves low-income residents in D.C. In a community
464 stricken by extreme poverty, high unemployment, and high
465 incarceration rates, we were able to launch a solar training
466 program, enrolled 71 students, but more importantly, employed

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

467 48 of those students into full-time jobs.

468 My company is also developing numerous solar
469 installations at Howard University, one of our nation's most
470 prominent historically black colleges and universities. But
471 we are also working with each school and university to make
472 sure our future leaders and students are learning the career
473 paths in alternative energy.

474 In closing, I support this bill because it would help us
475 to achieve our clean energy goals and restore our standing as
476 a global leader in energy, remedy the wrongs of our past, and
477 continue to enhance the lives of all Americans around the
478 country.

479 Thank you for my time.

480 [The prepared statement of Mr. Campbell follows:]

481 *****INSERT 1*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

482

Mr. Rush. I now recognize Ms. Mehnert for 5 minutes.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

483 STATEMENT OF KATIE WALTHALL MEHNERT

484

485 Ms. Mehnert. Mr. Chairman, Ranking Member Upton,
486 committee members, and fellow witnesses, my name is Katie
487 Mehnert, and I am the founder and CEO of Pink Petro and
488 Experience Energy. It is an honor here today to be with you
489 to have my 8-year-old daughter, Ally Rees Mehnert, present to
490 see what is possible for women in American.

491 After two decades of working for global oil and gas
492 companies, notably Shell and BP, in safety, environment, and
493 culture change, I left the corporate path to become an
494 entrepreneur to fill unmet needs I saw in our workforce.

495 Pink Petro is working on four fronts to address the gap.

496 We help women inside the sector network to understand career
497 paths and connect to role models. We funded the nonprofit
498 mentoring program, Lean In Energy, to provide mentors for
499 women across the energy value chain. We are marketing the
500 energy industry through personal storytelling, career
501 opportunities on our Experience Energy careers site, with the
502 aim to attract new recruits, women, minorities, and
503 millennials for all forms.

504 We help companies to shape culture by bringing peers
505 together to learn from each other. My company and our

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

506 community of members believe that it is critical we bring all
507 forms of energy and talent together to look at the workforce
508 of the future to make necessary investments to position
509 America to take a leading role in the global energy
510 transition.

511 I launched Pink Petro in 2015 amidst a sharp drop in
512 crude prices. Our community connects oil and gas members to
513 share around best practices and storytelling. We have a
514 website, we have an app, and we also have a global corporate
515 Community Council which provides a neutral platform for
516 dialogue and actions to address gender equality and inclusive
517 culture.

518 In January of 2016 when oil plummeted to \$29, the World
519 Economic Forum and 22 oil and gas and energy CEOs publicly
520 published a call to action to end the gender gap. Pink Petro
521 gathered stakeholders and prepared a response and action plan
522 for consideration that you can look at on our website.

523 After extensive research, we determined that oil and gas
524 is not the only part of the sector with projected job growth,
525 as well as gender and minority gaps. We are extending our
526 Community Council presently to connect with other energy
527 firms in utilities, renewables, and diversity organizations
528 to develop a wider network of resources to address these gaps

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

529 together.

530 In 2017, when we launched Experience Energy, a careers
531 site geared at helping energy companies to connect to diverse
532 candidates, my thought and vision is we need to educate new
533 recruits on the exciting benefits and social impact one can
534 achieve in a career in energy.

535 In 2018, in an effort to address those mentoring needs
536 at scale, Pink Petro, Hess Corporation, Emerson, FedEx
537 Corporation, Worley Parsons, and Vantage Energy supported the
538 formation of a nonprofit, Lean In Energy, which uses
539 technology to match mentors across the world and across all
540 forms of energy.

541 This work is all addressing opportunities the industry
542 faces in creating a diverse workforce. First, we need to
543 make the industry a more highly sought-after career choice.
544 Billions of people are being lifted out of low incomes and
545 helping to drive economic growth and the demand for energy.
546 And the transition to a lower carbon energy system is opening
547 up a wide range of economic possibilities. These are all
548 reasons to involve women and underrepresented populations.

549 Second, we need to increase understanding around the
550 diversity of jobs and skill-sets. There is a mind-set in
551 America that everyone needs a 4-year college degree. While

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

552 that is desirable, it is not necessary. Workforce
553 development programs in welding, electronics, technical
554 operations, safety, go unfilled because of the perception of
555 these roles.

556 The Blue Collar to Green Collar Jobs Development Act of
557 2019 recognizes these needs and the government role. I agree
558 with the recommendation to language develop a comprehensive
559 and detailed understanding of the workforce skills needed in
560 the energy-related industries.

561 Finally, diversity is critical to energy, but we need to
562 be inclusive and work across all forms and all people. It
563 truly is the use case for diversity and inclusion -- the
564 energy sector.

565 I am very happy that you, as leaders in Congress, are
566 looking to take action and welcome any questions you have.
567 However, for us to accelerate this work, we must work
568 together, join forces, all aspects of energy and all people
569 to progress.

570 Thank you for having me a part of this discussion.

571 [The prepared statement of Ms. Mehnert follows:]

572 *****INSERT 2*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

573 Mr. Rush. I want to thank you, Ms. Mehnert. And is

574 Alice in the room? Is Alice --

575 Ms. Mehnert. Ally.

576 Mr. Rush. Ally. Is she in the room? I want to

577 recognize her.

578 Ms. Mehnert. She is sleeping.

579 [Laughter]

580 Mr. Rush. She is sleeping. Okay.

581 Ms. Mehnert. She actually was having a meltdown right

582 as we were starting, so I was --

583 Mr. Upton. Maybe we should have a few more opening

584 statements over there.

585 [Laughter]

586 Mr. Rush. Absolutely. All right.

587 Now we will recognize Ms. Truong.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

588 STATEMENT OF VIEN TRUONG

589

590 Ms. Truong. Good morning, everyone. Thank you for
591 having me. Thank you, Mr. Chairman, and members of the
592 subcommittee, for this hearing.

593 My name is Vien Truong. I am the president of the Dream
594 Corps and here on behalf of Green For All, our national
595 initiative. We are working to build an inclusive green
596 economy strong enough to lift people out of poverty. We are
597 facing two major crises in this country: poverty and
598 pollution.

599 And for too long we thought about and addressed these
600 issues separately, developing programs and tackling our
601 economic and environmental issues in separate silos, even
602 though they have been deeply connected, and that has been a
603 problem because low-income communities are hit first and
604 worst by pollution. It is for many reasons: our proximity
605 to pollution, our increased vulnerability to climate
606 disasters, our increased cost because of increased living
607 resulting from scarce resources.

608 It is for this reason that working families stand to
609 gain the most from moving towards a cleaner and more
610 sustainable economy. As a mom of six-year-old twins, I have

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

611 fought for policies and programs that have prioritized
612 families, the economy, and the environment for over a decade.

613 Our team at Green For All have launched a Moms Mobilize
614 campaign, where we mobilize hundreds of thousands of moms to
615 lobby to protect the Environmental Protection Agency, to
616 unify the country around the health, safety, and security of
617 our kids and our families and our communities.

618 Thankfully, the EPA's budget was secured because people
619 across this country stood up, and we did so because we
620 understood the EPA's main reasons to protect to health and
621 children, our topic priority, but also that protecting the
622 environment and supporting our economy are not contradictory.

623 The clean energy sector is a pool for potential job
624 growth, larger than any other in the United States. As we
625 heard earlier from Mr. Campbell, we can already see this
626 growth in both the solar and the wind power industries.
627 Solar panel installations and wind turbine technician jobs
628 are increasing at a faster rate in this country than most
629 others.

630 According to the International Renewable Energy Agency,
631 jobs in the solar industry increased by 24 percent between
632 2015 and 2017 alone, while the rest of the economy
633 experienced only a 2 percent job growth rate. In 2017, the

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

634 solar employment expanded 17 times faster than any other
635 industry.

636 If we invest in clean and renewable energy, we can and
637 will protect this planet, our families, our future, and we
638 can revamp our economy at the same time, creating millions of
639 jobs. Investing in clean and renewable energy means
640 investing in a new job market, including jobs to retrofit
641 existing buildings, meet increased energy efficiency
642 standards of new buildings, and install and manufacture solar
643 panels, wind turbines, and other needed materials.

644 These jobs have the potential to pay good wages, provide
645 benefits, that helps working families meet ends, and to help
646 improve health outcomes by advancing renewable and energy
647 efficiency sectors.

648 These new jobs have the potential to employ workers in
649 places where bias has been prevalent, where we see exclusion
650 and sustained disinvestment has been producing communities
651 with concentrated poverty.

652 To reach our goals of a clean energy economy, we have to
653 challenge the two problems of job access and job quality. We
654 must ensure that our investments result in robust,
655 fulfilling, and career-oriented job pathways. We must take
656 proper measures to prevent low quality, seasonal, or

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

657 temporary jobs that fail front-line communities and fossil
658 fuel workers, too.

659 A transition to a clean energy economy has to mean a
660 just transition, including uplifting those most impacted by
661 fossil fuels and most in need of well-paying, secure jobs.

662 Finding and training the workers are going to have to
663 begin long before the jobs are filled. That process must
664 begin with our young people, our students. We must begin
665 developing the job skills and a career pathway now, and that
666 is what this bill will help to do. Helping to make sure that
667 traditional and non-traditional educational platforms,
668 ensuring that energy-oriented skill-sets become fiscally,
669 educationally, and culturally accessible.

670 Apprenticeship and internship programs have to provide
671 opportunities for young people to begin these job skills
672 processes early and to gain mentors, compensation, and career
673 visioning in the process.

674 This bill is going to help us do that by outreaching to
675 minority-serving institutions, nonprofit organizations, and
676 state and local organizations at the same time.

677 I am here because we have to begin transitioning to a
678 new energy economy. And as we do so, we must develop and
679 bring on new communities at the same time. Our communities

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

680 depend on across the country.

681 We are facing economic and environmental peril, and this
682 is the time for bold leadership, for us to take America
683 forward to a more cleaner and sustainable future, and
684 supporting this Act will help to do so.

685 Thank you, Mr. Chairman.

686 [The prepared statement of Ms. Truong follows:]

687 *****INSERT 3*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

688 Mr. Rush. Mr. Simpson, you are recognized for 5
689 minutes.

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

690 STATEMENT OF JAMES SIMPSON

691

692 Mr. Simpson. Chairman Rush, Ranking Member Upton,
693 members of the committee, thank you for the invitation to
694 participate in today's hearing and allowing me the
695 opportunity to discuss Pike's initiatives in hiring
696 underrepresented populations into the energy sector, and in
697 particular our commitment to hiring and training veterans to
698 join the energy field.

699 My name is James Simpson. I am manager of Military
700 Talent Acquisition at Pike Corporation. Pike Corporation is
701 a privately owned and operated business founded in 1945. The
702 principal business of the company is power line construction,
703 both overhead and underground, and maintenance, gas line
704 construction, and also engineering.

705 Pike offers turn-key solutions for customers, and our
706 customers range from the largest energy producers in the
707 country to the smaller local cooperative utilities. In my
708 opinion, this hearing is perfectly timed. In today's market,
709 we are seeing about a 14 percent growth in the industry,
710 resulting in a need of several thousand new employees
711 annually for the foreseeable future to keep up with demand.

712 As a lot of other industries today, the energy sector

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

713 has struggled to find willing and able employees to fill the
714 thousands of current openings throughout the country, let
715 alone the thousands of new jobs I just referenced that will
716 be needed on an annual basis.

717 The jobs at Pike are hard work. There can be long days
718 and most work is done outside. One of the biggest things we
719 are known for, you all here in Northern Virginia are probably
720 familiar with seeing our blue and white trucks out in the
721 community after storms. We do storm restoration work. When
722 citizens are speeding out of the path of a hurricane or an
723 incoming storm, our crews are rushing in to face that crisis
724 and battle the storm and restore your power as quickly as
725 possible.

726 Pike realized not long ago that our retention rate for
727 veteran employees was higher than our non-veteran retention
728 rates. We studied deeper. We realized that our veteran
729 population was an untapped pool of diverse talent, carrying
730 the same vision and work ethic as our primary workforce
731 today.

732 They desire to serve others. They desire to run
733 headlong into the face of adversity, and the ability, the
734 desire to work in teams, are all fundamental tenets of our
735 workforce. Many veterans bring out of the military with them

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

736 that desire, that need to serve others.

737 I was honored with the opportunity to spend 25 years as
738 a Marine, and recently retired from the military service. I
739 was approached by Pike and hired in July of 2018 with the
740 sole purpose of expanding our outreach, training, and
741 ultimate hiring of our nation's veterans.

742 While there is a lot of confusion and naivete about what
743 exactly alignment is or what the skills are that are
744 required, linemen are very intelligent people. They have to
745 have math skills, the STEM skills that we have talked about
746 today, in order to perform the jobs, identifying the type of
747 transformers and fuses that are required, the type of wire.

748 The gauge of wire used to deliver the electricity from
749 production to your home or business is critical, and they
750 have to have the knowledge to know how to work with those
751 things.

752 Pike has developed and been approved to administer a
753 Department of Labor veterans' apprenticeship program. Our
754 apprenticeship program allows new employees to enroll in the
755 program, document their work history and training toward
756 attaining a journeyman-level certificate or credential.
757 Veterans with GI Bill benefits are eligible to draw a housing
758 allowance from their GI Bill while they participate in the

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

759 program.

760 Some of those veterans also use their military
761 apprenticeship program skills from their service in the
762 military to boost their performance in our program. Pike is
763 a participating member of a group called the Center for
764 Energy Workforce Development. CEWD has developed a career
765 roadmap for veterans to identify a path into the energy
766 industry.

767 So we have a roadmap. They have a jobs database. We
768 have access to the jobs. It is simply gaining access to the
769 service members.

770 In our Talent Acquisition Program, we go to all of the
771 military installations. We engage the service members as
772 they are in their transition process. And what we run into
773 is differing rules and regulations to access that
774 transitioning workforce as they leave the military and enter
775 the civilian workforce.

776 What we run into is each base has their own criteria for
777 gaining access. We also work with the Department of Labor.
778 The Department of Labor has programs such as WIOA, the
779 Workforce Innovation Opportunity Act, which allows us funding
780 to train service members for jobs.

781 The issue we run into is that workforce development

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

782 boards determine how that funding is used in each local area.

783 So some states have a workforce development board. In other
784 areas, in North Carolina for instance, we have 23 workforce
785 development boards determining how to use the funds for our
786 programs.

787 You can see with 23 different groups setting rules on
788 their own in individual regions how hard it would be to
789 access that funding. Community college programs are often
790 continuing education programs, and, therefore, aren't allowed
791 in some of these other programs because they are not
792 curriculum development. So resolving those issues would be
793 key.

794 We also work with the DOD Skill Bridge Program. DOD
795 Skill Bridge allows service members to train while they are
796 leaving the military, which is a great benefit to us because
797 we can get some access to their services and skills.

798 Anyway, I would like to thank you for your time today.
799 Thank you for the opportunity to speak, and I look forward to
800 your questions.

801 [The prepared statement of Mr. Simpson follows:]

802 *****INSERT 4*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

803 Mr. Rush. I want to thank you, and the chair now
804 recognizes Ms. Colon de Mejias for 5 minutes for purposes of
805 an opening statement.

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

806 STATEMENT OF LETICIA COLON DE MEJIAS

807

808 Ms. Colon de Mejias. Honorable Chairman Rush, Ranking
809 Member Upton, and members of the subcommittee, I am Leticia
810 Colon de Mejias of Energy Efficiency Solutions, policy co-
811 chair of the Home Performance Coalition.

812 I founded Energy Efficiency Solutions in 2010 in
813 Windsor, Connecticut. My company has completed
814 weatherization and comprehensive energy efficiency upgrades
815 to over 12,000 Connecticut homes and over 10 million square
816 feet of multifamily housing. In addition, we have served
817 churches, schools, and municipalities, and reduced energy
818 demand and consumption in those buildings and communities.

819 As the policy co-chair of the Home Performance
820 Coalition, I helped to identify policies and opportunities to
821 advance the energy efficiency and home performance
822 industries. We create local and well-paying jobs across
823 every state in the nation while simultaneously making our
824 building stock more efficient, safe, and comfortable, and
825 affordable by reducing the energy bills for millions of
826 Americans in businesses.

827 In addition to my work in the building science and
828 energy sector, I have also worked as a workforce consultant

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

829 for 22 years. I have been the recipient of national awards
830 for the Department of Energy and the Department of Education.

831 And I have worked in engaging urban and minority populations
832 and STEM education as it relates to energy literacy, civic
833 engagement, and fiscal responsibility.

834 I have personally trained over 150 people for jobs in
835 the green industry in relationship to efficiency and
836 renewable resources. I am honored to be here to testify in
837 front of you today in support of the Blue Collar and Green
838 Collar Job Development Act of 2019.

839 As a female minority contractor and a small business
840 owner, I am here to tell you that the energy efficiency
841 doesn't have a jobs problem. We have lots of jobs to fill.
842 The problem that we have is finding workforce that are ready
843 and trained and certified to work in our industry.

844 Efficiency, while not as sexy as solar and wind, is
845 simply efficient. It gets the job done. And conservation is
846 simply a conservative way to reduce our energy demands and
847 lower bills for all Americans.

848 We need the resources to help train our existing
849 employees and to keep them up to date on their certifications
850 and technologies and health and safety measures to make
851 America's building stock great. What we need is a

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

852 comprehensive nationwide program to improve education for the
853 workers and efficiency and clean energy industries, including
854 manufacturing, engineering, construction, and building
855 retrofits. This is exactly what the Blue Collar to Green
856 Collar Jobs Initiative would do.

857 The energy efficiency and renewable energy industries
858 represent a growing workforce, and in 2018 the energy
859 efficiency jobs in America, the E4TheFuture report, reports
860 that over 2.25 million Americans work in the energy
861 efficiency industry. Efficiency is literally the fastest-
862 growing job sector, adding new jobs which outnumber
863 elementary and middle school teachers, nearly double, and law
864 enforcement -- and double the law enforcement officers that
865 we have.

866 More importantly, these jobs are local and cannot be
867 outsourced, and 99 percent of U.S. counties have energy
868 efficiency jobs. We have a real need to ramp up the
869 implementation of workforce programs and prepare career
870 changers like myself -- women and veterans that I employ --
871 and underrepresented minority and at-risk populations for the
872 jobs that exist already today. We need to fill these roles
873 to meet our nation's demand for reliable and resilient energy
874 production.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

875 I have served as the policy co-chair for the Connecticut
876 Workforce Consortium for 5 years. In this role, I have heard
877 countless business owners explain the difficulties in hiring
878 staff which have proper credentials and training to work in
879 this industry. Many of these businesses are small. In fact,
880 the majority of efficiency businesses across the country have
881 fewer than 20 employees. I myself employ 22.

882 These small businesses are the backbone of our country,
883 and they are the ones that are in need of assistance when it
884 comes to making new hires and investing in education and
885 training for these employees and incumbent workers.

886 One of the main pillars of the Blue to Green Collar Jobs
887 Act is an energy workforce grant program which would provide
888 assistance to businesses seeking to educate and train new
889 hires or help existing employees move into higher level jobs.

890 By covering the wages for these workers during the time they
891 are receiving training, the program will significantly help
892 small and medium-sized businesses invest in their employees.

893 These are considered OGT training funding jobs, and I
894 have personally myself participated in these programs and
895 hired people. I have some people who still work for me 10
896 years later.

897 Of particular importance, it is -- I am pleased to

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

898 present this legislation which gives priority to businesses
899 who recruit employees from local communities, minority
900 groups, women, and veterans. These are often hardest working
901 people in our society, and they have already vested interest
902 in bettering their communities. With the proper training,
903 they can excel to positions in our economy and get off of
904 things like subsidy, but we need to do this broadly as a
905 nation.

906 In addition to helping the businesses invest in their
907 employees, we need to take action to engage young people and
908 today's youth who will be tomorrow's workforce in the STEM
909 education fields. As a contractor, I have spent 22 years
910 encouraging underrepresented groups and ethnic minorities and
911 women to enter the science and technology, engineering, and
912 math fields.

913 Through the Green Eco Warriors, which I serve as the
914 president and co-founder, I have helped over 10,000 children
915 in over 100 United States schools participate in these
916 programs. It is important that we continue mentorship and
917 training to increase emerging clean energy and efficiency in
918 our economy.

919 We must work together nationally on these goals, and I
920 fully support the objectives embodied in the Blue to Green

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

921 Collar Jobs Act. The goals in this program included will
922 support economic growth and energy security in our nation,
923 and we will enhance the ability of businesses to invest in
924 employees. And when we invest in our youth and employees, we
925 prepare them meaningfully to contribute to our economy and
926 our nation, and that is a win for all of us.

927 Thank you.

928 [The prepared statement of Ms. Colon de Mejias follows:]

929 *****INSERT 5*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

930 Mr. Rush. Now I recognize Ms. Pramaggiore for 5 minutes
931 for the purposes of an opening statement.

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

932 STATEMENT OF ANNE PRAMAGGIORE

933

934 Ms. Pramaggiore. Thank you, sir. Good morning,
935 Chairman Rush. Thank you for the warm welcome. Exelon is
936 delighted to serve the great city of Chicago, as well as our
937 other great cities and communities, including the District of
938 Columbia now.

939 Good morning, Congressman Upton, and members of the
940 committee. Exelon operates 6 utilities, is the largest
941 operator of nuclear plants in the United States, and
942 participates in retail energy markets in 48 states. I lead
943 Exelon's 6 utilities which deliver electricity and natural
944 gas to approximately 10 million customers.

945 We appreciate very much the opportunity to share our
946 perspective today as your committee explores expanding
947 opportunities in the energy field through the Blue Collar to
948 Green Collar Jobs Act. We see tremendous opportunity in our
949 industry as we transform the electric grid for the 21st
950 century, and we are enthusiastically committed to creating
951 pathways for the diverse people of the communities we serve.

952 The electric power industry is a major economic engine
953 for America. In addition to its role supporting every other
954 sector of the economy, electric power generates significant

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

955 economic activity in its own right, providing some 2.7
956 million jobs and \$880 billion of economic impact.

957 This is a snapshot of our industry as it exists today,
958 but this industry is anything but static. In fact, it is
959 reinventing itself to the traditional tenets of reliable,
960 safe, and affordable power. The advances of the 21st century
961 require we add the features of clean, resilient, and
962 connected -- connected to more and more devices and uses to
963 meet the country's needs.

964 This is nothing short of a transformation that will
965 require both retooling our current workforce and cultivating
966 a workforce of the future with new skills and talents. In
967 the next 10 years, job requirements in the electric power
968 industry will include a need for more engineers to design a
969 new grid to accommodate solar, wind, storage, and other clean
970 technologies; information technology experts, skilled high
971 voltage technicians who understand digital as well as analog
972 technology; solar installers, wind turbine technicians, and
973 energy efficiency experts and technicians. In other words,
974 we need STEM workers, and increasingly we need skilled craft
975 workers, particularly in clean energy.

976 At Exelon, we are committed to diversity in our company
977 and industry, and that commitment drove us to launch Chicago

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

978 Construct, a unique job training program that increases
979 skilled labor employment opportunities in the utility and
980 construction arena for minorities in the Chicago region.

981 More than 500 participants have completed the construct
982 program in its 6 years of existence, and 80 percent of those
983 participants were offered jobs by our utility or other
984 construction companies that work with us and participate in
985 the program.

986 Right here in Washington, Pepco recently partnered with
987 the district leadership to launch the D.C. Infrastructure
988 Academy, similarly preparing District residents for well-
989 paying careers in the electric utility industry. PECO has a
990 similar program in Philadelphia, in partnership with the
991 community colleges for gas industry workers.

992 Another aspect of our commitment to developing the
993 workforce of the future is increasing educational
994 opportunities for women and minorities in STEM fields. Six
995 years ago, we launched the Ice Box Derby, a summer program in
996 which teams of young ladies from our communities are given
997 the engineering task of turning recycled refrigerators into
998 electric race cars and racing them at the end of the summer
999 project.

1000 Delmarva Power has worked with Delaware State to create

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1001 a renewable engineering program, and BG&E in Baltimore has
1002 launched a successful internship program for high schoolers
1003 in Baltimore City.

1004 As we work to build the workforce of the future, we
1005 welcome the support offered in this bill. The national
1006 effort laid out in the Blue Collar to Green Collar Jobs Act
1007 will help to ensure we have a diverse workforce with the
1008 right skill sets to help build this bold, new energy future.

1009 Innovation of necessity requires diversity. A diverse
1010 group of people sharing ideas and innovating together is
1011 truly the 21st century's competitive edge. The
1012 transformation of this industry creates the need. The
1013 technical nature of the transformation means the jobs have a
1014 future, and the fact that this is occurring in the ubiquitous
1015 electric energy industry means the impacts will be seen in
1016 every U.S. community.

1017 Thank you very much.

1018 [The prepared statement of Ms. Pramaggiore follows:]

1019 *****INSERT 6*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1020 Mr. Rush. I want to thank all of the witnesses for
1021 their opening statement. We have now concluded opening
1022 statements, and now we will move to member questions. Each
1023 member will have 5 minutes to ask questions of our witnesses,
1024 and I will begin by recognizing myself for 5 minutes.

1025 Ms. Pramaggiore, Exelon is one of the leading companies
1026 that have not only talked the talk but have actually invested
1027 its own money and resources into making sure that there is
1028 diversity in the ranks of a skilled labor workforce. Thus,
1029 Exelon knew the concept of training historically overlooked
1030 and underserved segments of the population, as our bill does,
1031 as solely a moral or social issue. Or is it preparing
1032 qualified minority women, veterans, and other targeted
1033 candidates in a way that is -- for you is just good business
1034 sense?

1035 Ms. Pramaggiore. Thank you, sir. At Exelon, we believe
1036 that diversity in our workforce is all of the above. It is
1037 the right thing to do for our communities, but it is also
1038 smart business. We are entering, and in actually, a
1039 knowledge-based economy. Innovation is the coin of the
1040 realm. It is what will allow our economy to excel in the
1041 future.

1042 You don't get innovation without diversity. If you put

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1043 the same people in a room together who have the same
1044 perspective on the world, you are not going to create and
1045 innovate. And so we think it is critically important to have
1046 this diversity in our workforce. And when we think about
1047 innovation, it is not just about creating technology, it is
1048 about the very smart people, as Mr. Simpson indicated, who
1049 are out climbing poles and on the line who can figure out a
1050 smarter, more efficient way to do something to improve a
1051 process.

1052 So we need innovation in every part of our business, and
1053 we think diversity is crucial to that.

1054 Mr. Rush. As I stated in my opening statement, Exelon
1055 is one of the most forward-looking utilities in our nation.
1056 And you have -- you mentioned in your statement the connected
1057 communities of the future, which is located in my home
1058 district. And I want to look -- I look forward to
1059 highlighting this activity and this project.

1060 And you will host the first -- the nation's first micro
1061 grid cluster, if I am not mistaken. And this project, the
1062 connected community project of the future, will help example
1063 the effectiveness of micro grids as a means for enhancing
1064 grid resiliency while also utilizing what you have termed to
1065 be community energy empowerment zones.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1066 Can you briefly discuss the concept of utilizing local
1067 talent, such as the Ideathon, where scholarships are awarded
1068 to prize winners at local schools as a way to foster
1069 excitement around energy and STEM fundamentals?

1070 Ms. Pramaggiore. Yes. Thank you. We view that our
1071 industry has not only technical and economic impacts but
1072 social impacts as well. And we have a project in the
1073 Bronzeville neighborhood, south of the Loop in Chicago, to
1074 build the world's first micro grid cluster. We actually have
1075 a grant from the Department of Energy. We are building a
1076 micro grid, which is a small self-sufficient grid, in the
1077 Bronzeville neighborhood.

1078 It will connect to a campus micro grid at Illinois
1079 Institute of Technology. The two micro grids will actually
1080 be able to dispatch generation back and forth, and it is a
1081 very new and innovative project. The idea is that if you
1082 have disruptions on the grid, you can actually isolate
1083 portions of the grid to make the grid more resilient.

1084 We looked at this project as very much an exciting
1085 technical project, but we also wanted to involve the
1086 community. So we worked in a number of different programs.
1087 We have a ride sharing program for seniors, electric
1088 vehicles, partnered with electric vehicle company to do that.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1089 We have used diverse engineering talent to help us design
1090 this micro grid from the local Chicago community.

1091 And we launched an Ideathon at one of the local schools
1092 involving about 8 of the area high schools, bringing in high
1093 schoolers to form teams, working with teachers as well as
1094 ComEd and Exelon engineers to create projects and compete for
1095 scholarship money.

1096 So we have already created a curriculum at Dunbar High
1097 School around the micro grid. It is a 70-hour curriculum.
1098 So we are really looking to take this exciting technical
1099 project that is occurring in the community and involve the
1100 whole community and be able to bring -- you know, bring our
1101 kids into this new energy world.

1102 Mr. Rush. My time is up. The chair now recognizes the
1103 ranking member, Mr. Upton, for 5 minutes.

1104 Mr. Upton. Well, thank you, Mr. Chairman. And I want
1105 to thank all of you for your testimony. There is no question
1106 that we need to increase STEM education. We know the real
1107 need to increase diversity, and we also know the
1108 opportunities that should be there as we look to jobs and the
1109 teacher and the need for qualified folks to be able to tackle
1110 those jobs and to earn good wages for their families.

1111 A couple of questions. Mr. Simpson, I was prompted by

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1112 your introduction. I know that your company, Pike, was not
1113 associated at all with Whitefish, but there were a number of
1114 us on this committee on a bipartisan trip that went down to
1115 Puerto Rico shortly after the hurricane, and we saw firsthand
1116 the devastation that was there. I think we were all appalled
1117 by the lack of progress to really connect people back with
1118 the difficulties that I think still remain there.

1119 You talked a little bit about Pike being a company that
1120 works with putting lines underground as well, and I think for
1121 a number of us that witnessed what went on in Puerto Rico,
1122 you know, this is going to probably happen again at some time
1123 in the future. And wouldn't it be a lot smarter to actually
1124 build these lines underground than having them exposed to the
1125 elements that we saw with the devastation that was there?

1126 Did you all actually do any underground work in trying
1127 to put Puerto Rico back together again as it related to the
1128 power structure there?

1129 Mr. Simpson. Sir, to my knowledge, no. We were
1130 rebuilding the grid that was already in existence, so we
1131 weren't doing modifications or changes necessarily.

1132 Mr. Upton. Did anyone ask, or did you all raise your
1133 paw and say, you know, this is something that might be
1134 worthwhile to do?

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1135 Mr. Simpson. I am not aware, sir.

1136 Mr. Upton. Okay. Maybe if you could come back to us--

1137 Mr. Simpson. Absolutely.

1138 Mr. Upton. -- and I know this is a little bit -- was
1139 out of bounds from your testimony today. In your testimony,
1140 you talked -- you gave an example about commercial driver's
1141 licenses where veterans could get a waiver based on their
1142 military experience. I think that is a very good idea as we
1143 try to encourage vets to get into this sector.

1144 What are some of the other areas perhaps, beyond that,
1145 that we might be able to make a difference that would involve
1146 and encourage more veterans to be involved?

1147 Mr. Simpson. Sir, I think if you look at the
1148 educational system itself, if you look at the Workforce
1149 Innovation Opportunity Act, and the uses of those funds, and
1150 identify specifically that veterans entering into an energy
1151 type of a curriculum would be allowed to use those funds
1152 whether it is at a curriculum-based program or a continuing
1153 education program, that the funds would still be available,
1154 that that would make a huge difference. And it is money that
1155 is already set aside through the Department of Labor to fund
1156 this training.

1157 So it is just tweaking the way we use the funds that are

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1158 already available. Other things, the GI Bill. The GI Bill
1159 doesn't currently allow the use of funds from the GI Bill for
1160 continuing education type courses. They have to be degree-
1161 granting types of courses. So our GI Bill is actually
1162 forcing people to go to college for a degree that they don't
1163 necessarily want, just to attain the job skills to get into
1164 the workforce.

1165 And then, of course, with the Federal Motor Carrier
1166 Safety Administration, the waiver that you discussed for the
1167 CDL, that waiver is only good for 12 months. If I drove a
1168 truck for 10 years in the military, it is very doubtful in
1169 the 12 months that I am going to forget how to drive that
1170 truck, yet my skills have to be qualified very quickly or I
1171 lose the opportunity to attain that CDL.

1172 So I think expanding the opportunity to get the CDL not
1173 only to different populations in the military -- I was supply
1174 chain. My job is not truck driver, but I assure you most of
1175 my guys had CDL-type licenses to operate equipment because it
1176 was required to move things around in theater.

1177 Mr. Upton. Thank you. Ms. Mehnert, congratulations on
1178 what you have done, and your daughter is waking up now. What
1179 are some of the greatest challenges that you see to try and
1180 increase women in the workforce in this field? You is one

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1181 that has gone from a really large company to what you are
1182 doing now. What are some of the things that we can do to
1183 encourage more women to participate?

1184 Ms. Mehnert. Really, the number one answer is
1185 visibility. I am often struck by the lack of knowledge
1186 around what opportunities exist, what skills are required.
1187 So the joke is, everyone thinks I am an engineer. I am
1188 actually educated as a journalist by background, so I tell
1189 people I am a people engineer, and I make it my business, you
1190 know, to learn, to show, you know, curiosity, to ask
1191 questions.

1192 It wasn't until I went to an offshore rig, lived in a
1193 man camp literally, and had been to petrochemical facilities
1194 and sites all over the world that I truly had an appreciation
1195 for what it takes out of a very complicated value chain to
1196 get energy to live, and why I did a study not too long ago
1197 that looked at perceptions, positive perceptions of
1198 industries as a whole.

1199 And it is probably no surprise to anyone in this room
1200 that the tech industry is seen as the most popular place, you
1201 know, for anyone to work. But at the end of the day, energy
1202 drives those things. And I just think that when we talk to
1203 young people, when we talk to just -- you know, the

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1204 population at large does not understand what it takes to get
1205 energy to the doorstep, and the more technology we use, the
1206 more we expect, you know, the more things we do, people need
1207 to really understand that.

1208 So I think visibility of the opportunities and really
1209 driving people to understand that this is a great place to
1210 work and it is a meaningful place to work.

1211 Mr. Upton. Thank you. I know my time has expired.
1212 Thank you.

1213 Mr. Rush. The chair now recognizes the Chairman of the
1214 full committee for 5 minutes for questioning.

1215 The Chairman. Thank you, Chairman Rush. And I want to
1216 stress how important this hearing is, and I am pleased we are
1217 able to continue -- can you hear me? All right. Well, let
1218 me just -- I just thank you, Chairman Rush, for continuing --
1219 starting and continuing the committee's efforts to expand
1220 training and promote diversity. I know we have done this on
1221 a bipartisan basis always, and he has always been out front
1222 on it.

1223 But let me start with Ms. Pramaggiore. In your
1224 testimony, you discussed the need to focus on clean energy
1225 jobs, and I thought it was interesting when you mentioned
1226 that consumer preference is driving companies like yours to

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1227 make cleaner energy choices. And as a result of those
1228 trends, the vast majority of job growth in the energy sector
1229 currently comes from clean energy jobs.

1230 So just a few questions. Where are you currently seeing
1231 the largest share of job growth at your company? How is that
1232 focused on newer and expanding technology, such as renewable
1233 energy or grid modernization, for example?

1234 Ms. Pramaggiore. Thank you, sir. We have clean energy,
1235 distributed energy, coming on to our systems across all of
1236 our 6 utilities, and that requires us to rethink how we are
1237 designing the system. The system has to be much more
1238 dynamic. It has to be much more automated as we think about
1239 having variable resources on the system that are not always
1240 there, and so you have to adjust the grid to take them when
1241 they are there and adjust when they are not.

1242 And so to answer your question, we are looking for -- we
1243 always have job growth in the skilled craft areas, and
1244 skilled craft who understand analog as well as digital
1245 technologies is going to be important in the future. Data
1246 scientist is a huge area for us. We now have sensors all
1247 over the grid that tell us what is going on in a way that we
1248 didn't before.

1249 We have to be able to take that information in and do

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1250 something with it in a very short order. And so data
1251 scientists who can help us crunch that data are very
1252 important, and there is a shortage of data scientists in the
1253 United States. We need power systems engineers who also
1254 understand information technology. Those are some of the big
1255 areas from the utility side of the business that we are in
1256 need of as we bring on these new types of resources onto the
1257 system.

1258 The Chairman. And I assume that you will tell me, but
1259 those are the areas where we need the -- we should focus the
1260 training, correct, in those areas you just mentioned?

1261 Ms. Pramaggiore. For our business as the utility, but
1262 you have a tremendous number of companies out there who are
1263 in the business, in the solar business, in the storage
1264 business, in energy efficiency.

1265 My company, through our multiple utility, spends \$600
1266 million a year on energy efficiency programs that help
1267 customers reduce their bill and control their energy usage.
1268 They are hugely important. We don't do that work ourselves.

1269 We hire other companies who bring in those workers. So
1270 there is a whole universe of connected companies that will
1271 need -- you know, need workers who can do the installation of
1272 solar, energy efficiency work in homes, and that sort of

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1273 work.

1274 The Chairman. Now, is that a different challenge to
1275 build the workforce for -- you know, for offshore wind or
1276 more efficiency, you know, the efficiency jobs that you are
1277 talking about as opposed to, you know, more established
1278 technologies like coal and natural gas? Does that involve a
1279 different challenge?

1280 Ms. Pramaggiore. Well, I think because they are new,
1281 you know, we have got a pretty good, you know, track record
1282 in the industry of producing the kinds of skill sets that
1283 serve the grid that we have and the kinds of resources that
1284 we have -- nuclear, you know, coal, gas. These new
1285 resources, they are new, so you just need to develop that
1286 pipeline. I would say that is the only difference. I don't
1287 think the skill sets are particularly unique, but they just -
1288 - we haven't had that pipeline in the past.

1289 The Chairman. But is it important for us to -- because
1290 my time is running out -- is it important for us to focus in
1291 building a workforce on those newer industries, renewables,
1292 efficiency, as opposed to emphasizing, you know, the legacy
1293 sectors at this point in order to be successful and create a
1294 workforce?

1295 Ms. Pramaggiore. Well, I think you need both. I think

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1296 there is momentum in the legacy sectors. You have got that
1297 sort of foundation. I think the new sectors, you know,
1298 require some momentum, a push behind them, and that would be
1299 -- you know, that would be the difference.

1300 The Chairman. Okay. Thanks so much.

1301 Ms. Pramaggiore. Thank you.

1302 The Chairman. Thank you, Mr. Chairman.

1303 Mr. Rush. The chair now recognizes Mrs. McMorris
1304 Rodgers for 5 minutes.

1305 Mrs. McMorris Rodgers. Thank you, Mr. Chairman. Thank
1306 you, everyone, for being here. Appreciate the witnesses and
1307 hearing each of your perspectives, especially on the
1308 importance of green energy and the infrastructure and the
1309 workforce necessary to meet our nation's energy needs.

1310 I am a proud supporter of a wide variety of clean energy
1311 initiatives, including hydro power, which is -- it plays a
1312 dominant role in my district in eastern Washington, as well
1313 as all across the country. And clean, renewable, reliable
1314 hydro power I believe needs to remain part of the solution as
1315 we have these discussions moving forward. It also is very
1316 important in many of the rural communities that I represent.

1317 I also appreciated hearing your thoughts on how we
1318 improve diversity in the energy sector, and I wanted to ask a

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1319 question of Ms. Mehnert. Really applaud your leadership at
1320 Pink Petro. It was great to hear of your work, and really
1321 focusing on addressing the lack of diversity within the
1322 energy companies.

1323 Appreciate you working also on an all-of-the-above
1324 energy approach. So I know that we would like to have -- we
1325 are not going to hear from DOE today, and I think that we
1326 should have included them. I am hopeful that my colleagues
1327 across the aisle will open up this process as we consider
1328 this legislation to be more inclusive of women in energy.

1329 As a woman that works every day to make her mark in a
1330 traditionally male-dominated field, I believe it is crucial
1331 to support those who serve as role models and encourage young
1332 women in this country to strive for jobs that are typically
1333 found in the male-dominated fields.

1334 So to Ms. Mehnert, as a woman with a background in oil
1335 and gas, how do you recommend -- I know you have spoken some
1336 to that, but I just would like to give you some more time.
1337 Any specific recommendations on how we open up traditionally
1338 male-dominated fields to women? And especially those in the
1339 rural areas. What kind of approach do you believe is most
1340 valuable in targeting women and other minorities who are
1341 underrepresented in the energy sector?

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1342 Ms. Mehnert. Thank you so much for the question. I
1343 believe engagement is key, having face-to-face conversations.
1344 A number of years ago when I worked for Shell, we did a
1345 50-city tour, and we had conversations with Americans. We
1346 had conversations with people to try to understand their
1347 perceptions.

1348 I think the way to reach people, too, is through social
1349 media. We live in a world where information is ongoing.
1350 Information is more readily available today than it has been
1351 in the past. And so I think that it is key that we use
1352 digital to reach folks, but also have real, honest
1353 conversations about these opportunities and make those
1354 opportunities available and visible to those communities.

1355 Mrs. McMorris Rodgers. You spoke about the importance
1356 of role models and mentors and the work that you are doing
1357 there. I have two young daughters. They are 8 and 5. And
1358 part of what I have learned is the importance of reaching our
1359 girls younger and introducing them to what is available much
1360 younger.

1361 I really applaud your work to create this Lean In Energy
1362 mentorship program, which is really trying to reach women and
1363 partner them with the mentors. I would like to just hear you
1364 talk a little bit more about how you have gone about

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1365 recruiting both the mentors and the mentees, how do you go
1366 about identifying individuals to serve as mentors, and those
1367 that wish to be mentees.

1368 Ms. Mehnert. So thank you for the question. When I
1369 launched Pink Petro, what we found was that women wanted
1370 access to mentors and mentees, and we -- I decided that
1371 because I am a for-profit company that mentoring was not
1372 something that I was going to, you know, commercially
1373 monetize.

1374 And so we sought to develop a nonprofit organization
1375 that all companies could participate in funding, and what we
1376 did was we flew to Silicon Valley, I met with a number of
1377 technology companies, and through my own experience with Pink
1378 Petro what we learned was that technology can connect.

1379 So we have been able to use social media to get the word
1380 out. What we have found, interestingly enough, is we have --
1381 10 percent of our community are male mentees. So it is kind
1382 of interesting when you use technology to harness the power
1383 of diversity, bringing people together, accessibility. It is
1384 a pretty powerful outcome to be able to bring folks together.

1385 So we just launched the platform a few months back, and
1386 we are in our first round right now and I look forward to
1387 getting more results as we progress.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1388 Mrs. McMorris Rodgers. That is great. Great to hear.
1389 I, first of all, appreciate that my parents always encouraged
1390 me that I could be anything that I wanted to be. But I am
1391 also grateful for the male mentors in my life and believe
1392 that we need both, and we need those role models and those
1393 that dedicate to that next generation. So thank you all very
1394 much.

1395 Mr. Rush. The chair now recognizes Mr. Doyle for 5
1396 minutes.

1397 Mr. Doyle. Thank you, Mr. Chairman. I want to thank
1398 you and Ranking Member Upton for calling the hearing today.
1399 Boy, I tell you, workforce development in Pittsburgh, we have
1400 9,000 jobs open that aren't being filled because we don't
1401 have people with the skill sets that are needed to fill those
1402 jobs. And I can't tell you how frustrating that is when we
1403 see this disconnect between what -- you know, the jobs that
1404 are out there and the skill sets people need, and we are not
1405 making those marriages.

1406 I had convened a group of 30 CEOs in my city, and I
1407 asked them what kept them awake at night, you know, taxes,
1408 government regulation. It was none of those things. It was
1409 -- one CEO pointed at another and said, "I am afraid he is
1410 going to steal my employees." That is how desperate the

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1411 situation gets.

1412 But we also realize, you know, we have universities like
1413 Carnegie Mellon and University of Pittsburgh that have these
1414 great programs in technology, but you have got to get to
1415 these kids in grade school. That is what I think especially
1416 in the underrepresentative communities. Young people don't
1417 understand what a career in STEM looks like because maybe
1418 nobody in their neighborhood or in their house is in that
1419 field.

1420 So how do we expose young people, especially in
1421 underrepresentative communities, to STEM? And what can we be
1422 doing -- and maybe I will start with you, Ms. Pramaggiore.
1423 What can businesses like yours do to partner with early
1424 education centers to start to introduce these kinds of
1425 programs at the grade school level, so that as children go
1426 through the process -- because a lot of STEM, you know,
1427 starts with very simple things at an early age, that it keeps
1428 building upon it, and it -- you know, it puts more people
1429 into that track where they can be trainable.

1430 So what can business -- because that is what I said to
1431 the CEOs. I said, "This is a problem. What are you doing
1432 about it? You know, how are you reaching out into these
1433 communities and getting them?" So I am just curious. You

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1434 have got a very progressive company that has done a lot of
1435 these things, and I am curious to hear what business can do
1436 to expand those kind of programs.

1437 Ms. Pramaggiore. I think we absolutely have a
1438 responsibility here. You know, we have done a lot of
1439 research on why women and people of color aren't in the STEM
1440 field. I call it the three A's -- awareness, access to
1441 educational opportunities, and what I call attitude, which is
1442 really about, do I see myself in that industry? Do I feel
1443 like I have the confidence to make a step into that kind of
1444 an industry? And those are the three things that tend to
1445 develop that we see that you have to -- you know, you have to
1446 cut through.

1447 And I absolutely agree it starts very young. One of the
1448 things that, you know, we have studied is the fact that
1449 summertime is so critical for young people, that kids who get
1450 experiential learning and opportunities and spend their
1451 summers, you know, being stimulated do so much better than
1452 kids who don't have those opportunities.

1453 One of the reasons why we started some of the summer
1454 programs that I referred to, the Ice Box Derby, it is for
1455 girls a little bit older. We start in middle school into
1456 high school, but to bring these kids in in the summer and

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1457 give them an experiential learning, that access to
1458 experiential learning awareness that there is these jobs out
1459 there.

1460 And then, finally, the confidence. They meet with
1461 other, you know, professionals, who they can relate to and
1462 work with them. So we are doing that at the high school
1463 level, middle school level. We have educational programs
1464 that get out into the elementary schools. We work to help
1465 develop curriculum that we then train teachers and provide to
1466 elementary and middle schools.

1467 So we are looking to -- you know, to encourage -- you
1468 know, raise awareness, provide educational opportunities for
1469 younger and younger people, and I completely agree you have
1470 got to get to them early, and the summertime becomes
1471 critically important. So we do -- you know, we work on
1472 programs that keep these kids engaged over the summer.

1473 Mr. Doyle. Yeah. And I think they need to see what a
1474 career in these fields looks like. I remember the first time
1475 I went into Google in Pittsburgh. They have a large presence
1476 in our city, and the first thing I noticed when I walked in
1477 there, they had a pool table and a pinball machine, and they
1478 ate for free. And I was thinking, this is a cool place to
1479 work.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1480 So what do you have to know to work at a place like
1481 this? I will tell you, if grade schools were taking kids
1482 through companies like that, a lot of kids would be saying,
1483 "What have I got to do to work at a company like this?" And
1484 I do -- I think that is so important that we start to reach
1485 down at the lower grade levels and make these matches.

1486 And it also seems to me that, you know, community
1487 colleges and other institutions in the area I think need to
1488 do a better job talking to employers and saying, you know,
1489 what are you looking for? A lot of these jobs don't require
1490 a graduate degree of Carnegie Mellon, but they do require
1491 some specialized training that some people can get in a
1492 2-year program, and then go outside and actually get a job
1493 that pays a family-sustaining wage.

1494 I see a lot of kids going to college with bachelor's
1495 degrees in journalism -- just kidding -- and, you know, 30-
1496 or \$40,000 of student loan debt on them, and they can't get a
1497 job that pays any money is the problem.

1498 Ms. Pramaggiore. If I can respond, I think businesses
1499 are becoming more and more aware of community college
1500 opportunities, to have those, you know, more truncated
1501 degrees, but that actually end up with some sort of
1502 certificate that allows somebody to go out and get a good-

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1503 paying job. I think we are getting better at that. I think
1504 we have got a ways to go.

1505 Mr. Rush. The chair now recognizes Mr. Olson for 5
1506 minutes.

1507 Mr. Olson. I thank the chair. To start out the first
1508 subcommittee hearing in a very bipartisan manner, I want to
1509 thank Mr. Doyle. He is a proud co-sponsor with myself of a
1510 bill that will be dropped tomorrow that is designed to help
1511 FERC fill some very needed open positions for pipeline
1512 safety.

1513 We are doing this, but I gave them a chance to charge
1514 market salaries, give market salaries to FERC employees, so
1515 they don't lose them to the private sector. This will be
1516 dropped tomorrow, so thank you, Mr. Doyle.

1517 Also, congratulations, Chairman, on your ascension to
1518 the chairmanship of this committee.

1519 Welcome to all the witnesses. A special welcome for
1520 Mrs. Mehnert. You and I have a same bond -- Rice University.

1521 I know you are hearing some tough times. November, LSU 72,
1522 Bill Flores' A&M 74 in seven overtimes. January, uncalled
1523 mugging that cost the Saints a chance to play the Patriots in
1524 the Super Bowl. And now you are here in the primetime for
1525 crawfish boils back home.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1526 So thank you very much, and thank you, Ally, for joining
1527 your mom this morning. She dropped off one more time.

1528 [Laughter]

1529 Mr. Olson. This bill is important for me because I
1530 represent the most diverse district in America, Texas-22.
1531 The census that will come out in 2022 after the census is
1532 taken in 2020, we expect my home county of Fort Bend to be
1533 25-25-25-25 percent divided equally between Asians,
1534 Hispanics, African Americans, and Caucasians. And that is
1535 why I want everybody, regardless of creed or religion or
1536 race, to have a good, high-paying job in the energy sector.

1537 And I am proud to have local partner schools, like
1538 Wharton County Junior College, Alvin Community College, and
1539 San Jacinto College, involved in this endeavor to open those
1540 jobs up to all colors. These schools are running 2-year
1541 programs that give all Texans a chance to learn key skills
1542 and get work without going to a 4-year university.

1543 For example, for this upcoming fall 2019 enrollment,
1544 about 58 percent of STEM majors at Alvin Community College
1545 are minorities. Minorities, 58 percent. At San Jacinto
1546 College this past fall, that was almost 80 percent. That is
1547 incredible. That is Texas-22.

1548 But, of course, Mr. Chairman, we have some work to do

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1549 here in D.C. I am still reviewing your new bill. There were
1550 big changes from the last congress, but I hope we can come
1551 together and get something done on this important issue.

1552 I want to ask you all -- I will start off with you, Mrs.
1553 Mehnert -- one theme here is over and over to get kids into
1554 STEM, we have two challenges. First of all, they don't think
1555 it is cool. It is cool to go to Wall Street. It is cool to
1556 go to Silicon Valley. It is not cool to go into energy. It
1557 is low tech. It is not low tech. We all know that.

1558 Also, as was mentioned, we try to capture them at the
1559 college level. That is way, way, way too late. So my
1560 question is: have you all talked to local school districts,
1561 local -- kind of get them engaged, try to catch maybe middle
1562 school, maybe elementary school.

1563 Mrs. Mehnert, you are up first, so just go around the
1564 table there.

1565 Ms. Mehnert. Great. So I absolutely agree we need to
1566 reach sooner. My daughter is 8. I talk about energy all the
1567 time. I think the two DOEs -- the Department of Education
1568 and the Department of Energy -- need to talk together about
1569 elementary level education, right? We need to look at what
1570 we are teaching, how we are exposing kids.

1571 We have great schools in Texas, the energy high school.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1572 We have a number of ISDs that have STEM-focused education.
1573 It is too late, though. It is way too late to reach kids in
1574 high school. We have got to get to kids much earlier if we
1575 think that we are going to be successful at getting them in
1576 energy.

1577 Mr. Olson. Mr. Campbell?

1578 Mr. Campbell. Yeah. I was just going to add, kids love
1579 technology, and once they -- I think the biggest thing is
1580 access. We work with a lot of schools. I do a lot of
1581 mentoring with elementary school and middle school students.

1582 And once you can do the tie-in to say, you know, this is how
1583 your iPad is powered, this is how your PlayStation is
1584 powered, they get it. I think the biggest thing is showing
1585 up.

1586 And to your second part, we have to make it cool. And
1587 one of the things, we work very closely with the Dream Corps,
1588 and they have done an excellent job of doing unique events
1589 where they will bring in diverse artists to reach a younger
1590 population, and there is emerging things like the Broccoli
1591 City Festival in D.C., which brings over 100,000 people
1592 yearly to talk about sustainability in energy.

1593 So I just think there is a tremendous amount of
1594 opportunity, but we have to show up, and kids need to see

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1595 role models and really break it down to them. And once they
1596 get that, they are very engaged.

1597 Mr. Olson. And one form, too, back home is robotics
1598 competitions. Kids do these amazing things with robots.
1599 They get involved in science, technology. I played a banana
1600 peel piano, banana peels, dried banana peels wired up with
1601 wires. I played Chopsticks at a local elementary school.

1602 So thank for your time. I am out. I yield back.

1603 Mr. Rush. Mr. McNerney is recognized for 5 minutes.

1604 Mr. McNerney. Well, I thank the chairman. It is always
1605 tough to follow the gentleman from Texas, but I will give my
1606 best at it there, Pete.

1607 I thank the witnesses this morning. Ms. Pramaggiore,
1608 given the lack of new nuclear construction, can we ensure
1609 that there is a trained workforce for advanced nuclear such
1610 as small modular reactors?

1611 Ms. Pramaggiore. So we are, obviously, quite interested
1612 in that as a business -- our nuclear skill sets -- and we do
1613 fund nuclear scholarships for engineers to ensure that, you
1614 know, we have got a strong pipeline. But it is something
1615 that concerns us. It concerns us as the nuclear power
1616 industry wanes.

1617 I don't think that that is a skill set that we want to

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1618 concede to the rest of the world. I think that we want to
1619 maintain our dominance, our leadership, in nuclear skill
1620 sets, and I think it is a very important area. As I said, we
1621 devote a significant amount of dollars to scholarships to
1622 bring people through the nuclear programs and the nuclear
1623 engineering programs, but I think it is something that we
1624 should pay attention to.

1625 Mr. McNerney. Thank you. Well, in California, the
1626 wildfires are an increasing threat, and I would like to
1627 expand the definition of workers in the energy to include
1628 jobs that make sure our system is resilient, such as clearing
1629 out underbrush around our transmission lines. Can you speak
1630 about the diversity in that sort of job?

1631 Ms. Pramaggiore. So vegetation management is, you know,
1632 what we would call that, and it is very important to manage,
1633 you know, the vegetation around our lines and our systems.
1634 Obviously, California has felt that, you know, quite acutely,
1635 but we see that across the United States.

1636 You know, there is a fair amount of diversity in those
1637 ranks, but I do think there is opportunity there as well, and
1638 I think that we will see those businesses grow also. One of
1639 the things we have looked for in the vegetation management
1640 ranks is to find additional -- there are some companies that

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1641 are quite strong and quite large that do this, and, you know,
1642 we would like to see -- you know, we like to help companies
1643 grow. So the opportunity to grow small businesses, diverse
1644 businesses, I think that is an area of tremendous
1645 opportunity.

1646 Mr. McNerney. Thank you. Ms. Truong, do you have any
1647 data on the number of jobs per unit of energy produced in the
1648 renewable or clean energy fields versus the fossil fuels?

1649 Ms. Truong. That is a level of metric I don't have
1650 access to. But I will say to your question around, how do we
1651 actually begin to address the opportunities that we are
1652 seeing in California where we literally saw Paradise burning,
1653 and the opportunities for us to diversify the workforce for a
1654 state as diverse as California.

1655 I think what we need to begin thinking about is really,
1656 how do we create the supply and demand that we need in order
1657 for this to happen? In the policy realm, we really need to
1658 think about diversifying our supply from grade school on to
1659 on-the-job experience with employers to others. We can
1660 create a demand for diverse workforce.

1661 But having policies that actually incentivize that, at
1662 the school level, with on-the-job employment, with on-the-job
1663 internship and opportunities, to making sure that we are

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1664 really demanding that through policies, having a demand for
1665 renewable energy, having a demand for clearing the
1666 underbrushes around the grids, having a demand for those,
1667 actually creates the opportunities for the people who
1668 actually get trained to get jobs that are going to be created
1669 by these employers.

1670 Mr. McNerney. Thank you. Ms. Colon de Mejias, what
1671 does certification in energy efficiency look like? Is that
1672 sort of a degree, or what does it -- what do you mean when
1673 you say "certification"?

1674 Ms. Colon de Mejias. So there are multiple careers in
1675 energy efficiency. HVAC is a career, an insulator is a
1676 career, energy assessment is a career, and each of those has
1677 their own set of certifications. So, for example, there is a
1678 Building Performance Institute that certifies building
1679 scientists as analysts or envelope specialists. That ensures
1680 that when you are running a building that you take into
1681 account all of the factors that it requires.

1682 Energy is something that, like air, we don't really
1683 think about, but we are using it from the moment that we are
1684 waking and even while we are sleeping, right? It is a huge
1685 demand as every part of our daily life. And so what my
1686 industry does is look at the way that those things work

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1687 together and ensure safety and high performance. So there
1688 are all kinds of certifications you could get in my industry.

1689 Mr. McNerney. Thank you. Mr. Campbell, what is the
1690 match up of employment opportunities in the energy field
1691 versus the geographic available potential employees?

1692 Mr. Campbell. Can you repeat the question?

1693 Mr. McNerney. Yes, sure. What is the match up between
1694 job opportunities in the energy field and the geographic
1695 availability of workers to take those jobs?

1696 Mr. Campbell. Yeah. Very good question. So, I mean,
1697 there is parts of the country that when you look at
1698 renewables that you see more, for example, in solar, and that
1699 is more driven by state policy, renewable portfolio
1700 standards. In California, for example, you have a very
1701 aggressive renewable portfolio standard. But then as parts
1702 of the country in the south, like North Carolina, South
1703 Carolina, where they have passed better renewable portfolio
1704 standards, that you are seeing solar there as well, too.

1705 But if you just take a step back and look at energy jobs
1706 in general, you have got generation, which is all across the
1707 country, whether it is natural gas, solar, wind, geothermal,
1708 biomass. We have resources all throughout the country. The
1709 delivery as far as getting that energy to consumers and

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1710 businesses, that workforce is all throughout the country.

1711 And then we talk about storage and micro grid, and one
1712 of the things that we haven't talked about is electrifying
1713 our transportation sector. And that is one of the biggest
1714 sources, if not the biggest sources, of carbon pollution.
1715 And most utilities across the country are now looking at how
1716 to electrify the transportation sector.

1717 So I think all of these opportunities are geographically
1718 constrained, I think the opportunity across the board.

1719 Mr. McNerney. Thank you. I will yield back, Mr.
1720 Chairman.

1721 Mr. Rush. I thank the gentleman, and now will recognize
1722 Mr. McKinley for 5 minutes.

1723 Mr. McKinley. Thank you, Mr. Chairman. This is
1724 something you have been interested in I know for years, and I
1725 really welcome having this discussion. If for no other
1726 reason, it helps to underscore the diversity or the
1727 differences we have between urban and rural settings, because
1728 this panel primarily is all from urban centers. I see them
1729 from District of Columbia, from Connecticut, California, but
1730 I have not seen it from the coal fields.

1731 And so my concern here is when I think about -- in the
1732 corridors of -- in West Virginia, in Kentucky we have got

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1733 Harlan, Kentucky. In West Virginia, we have Gary, West
1734 Virginia, Welch. We could go on. We could say -- War, Big
1735 Chimney, Thurmond, all of these little communities. All of
1736 you have ignored this transition. All of you.

1737 Where are we going to put -- where are we going to train
1738 these people for -- it may be, indeed, a movement into the
1739 renewable energy field. But are we going to do for those
1740 communities? Companies for years have ignored them. They
1741 are not investing in Thurmond or Welch or other -- all
1742 across, not just West Virginia, but Kentucky and Wyoming and
1743 elsewhere. There is a reason that companies haven't located
1744 there, despite the incentives that might be out there, as
1745 promulgated or put forth in this legislation.

1746 So I was hoping that we would hear how we help those
1747 communities, because I know the chairman and I have talked
1748 about that. How do we reach out to those people to help them
1749 make this transition? And that transition may be, as it was
1750 in the '50s after the war, they left and they went someplace
1751 else. That may be the solution. They have to abandon war in
1752 Thurmond and Big Chimney and Harlan.

1753 I want to know who is going to buy their homes. I want
1754 to understand what we are doing with this, because for the
1755 coal miners and their related industries their biggest asset

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1756 is their real estate. And so when we tell them, you can get
1757 a job in creating solar panels, but it is just not going to
1758 be in Thurmond, so you will have to locate someplace else.
1759 What happens to them? What happens to the community? What
1760 happens to the school systems, the churches, the fire
1761 departments, anything else that occurs with them, when we
1762 abandon those communities to do our retraining for someplace
1763 else.

1764 And we can -- I know it is a noble idea to talk about
1765 the transitioning over to the renewables, and the
1766 possibilities for that. But I am enormously frustrated with
1767 that. I don't understand why we are not helping to
1768 transition using the resources and assets that we have to be
1769 able to make a better transition from fossil fuels to that
1770 later on by doing innovation, finding out how we use what we
1771 have cleaner and more efficiently, but that is not the
1772 program. That is not what I am hearing coming up in this
1773 discussion.

1774 All of it seems to be -- I know you are chomping at the
1775 bit, and maybe I could soften it. I am just looking at a
1776 little county, Pleasants County, West Virginia. That because
1777 of rules and regulations that have been promulgated here,
1778 they are going to lose a power plant there that represents 30

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1779 percent of all of the revenue generated for that county.

1780 Thirty percent. What are they going to do for their

1781 education system? It is just going to collapse.

1782 Or you can go out to Arizona to the Navajo and the Hope

1783 Tribe, where they have a generating plant out there that is

1784 being threatened. And we are saying they can be trained.

1785 That is fine. But if they -- what they are doing right now is

1786 30 percent for the Navajo Tribe comes from that power plant;

1787 85 percent the operation of the Hopi Tribe.

1788 Folks, let's be realistic about it. These people like

1789 being in their communities. They like being there. That is

1790 why they are there. What are we doing to train them there?

1791 What jobs are going to go there for them? Are we making --

1792 by this, are we saying you have to leave your town?

1793 I have run out of time, but, Ms. Mehnert, do you have

1794 some thoughts?

1795 Ms. Mehnert. I have a thought, and I think the thought

1796 is this is the group that needs to think about that, because

1797 we are all -- we all come from a different place. We all

1798 come from different parts of the sector. The oil and gas

1799 industry is a boom-bust, okay? I see this all the time. We

1800 rush into an area, right, and when prices collapse we leave.

1801 And so I think it is something we need to think about,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1802 working together, because over time we are going to have
1803 these challenges of displaced workers, and we need a way to
1804 solve that problem. But I think this is a group to ask of
1805 thinking about what that might look like.

1806 Mr. McKinley. You see, I am -- how do we do them, train
1807 them, so that they can work in Thurmond or War or Big
1808 Chimney, not abandon their towns to go someplace else? That
1809 is what I have not heard. And I hope somehow in this -- as
1810 this legislation matures over the next year or so that we
1811 will have more of an opportunity to talk about how we take
1812 care of the folks that are living in those towns, not about
1813 the future.

1814 Ms. Colon de Mejias. I would like the opportunity --

1815 Mr. Rush. Do you want to answer?

1816 Ms. Colon de Mejias. Yes. I would love the opportunity
1817 to respond. I haven't had much opportunity to say anything,
1818 and I am a minority, and I am a female, and I am a business
1819 owner, and I have trained people in workforce. It is what I
1820 do.

1821 And the intention of this bill, to my understanding
1822 having read it, and the summary, is that we would be looking
1823 to train people in their communities. So Connecticut
1824 actually isn't an urban center. It is quite suburban, and we

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1825 do serve the entire State of Connecticut. But I am not the
1826 only state that does that. These jobs that we are talking
1827 about creating training for, they exist already, and those
1828 people who work in Pennsylvania or West Virginia absolutely
1829 could participate in working in this industry and make really
1830 good earning wages.

1831 And so the intention of this would be to engage people,
1832 one, at a younger age in the public school system and
1833 introduce them to science-based concepts to prepare them for
1834 the jobs; and, two, the people who are displaced workers, it
1835 is to train them to take the positions that are available
1836 right now today, to be part of the community and work and
1837 engage in active --

1838 Mr. McKinley. Ms. Colon de Mejias, I am sorry. I have
1839 run out of time. They are already making a good wage. They
1840 are making \$80,000 a year, but we are -- but because of
1841 regulations and things we are imposing on them in Washington,
1842 they are losing their jobs. That is why the decline in the
1843 fossil fuel industry across this country. We are taking
1844 those wages away, and we are going to replace them with
1845 something that is a hope that something will happen for them.

1846 I yield back.

1847 Mr. Rush. Mr. Loeb sack is recognized for 5 minutes.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1848 Mr. Loeb sack. Thank you, Mr. Chair. I am going to have
1849 to look around my colleague, Ms. Barragan here, because I
1850 want to direct my first question at least to Mr. Simpson.
1851 But before I get to that, I would like to brag about Iowa and
1852 how well we are doing when it comes to wind energy. We are
1853 at 40 percent of our -- almost 40 percent of our electricity
1854 generated by wind.

1855 We have got 66 solar companies, over 800 jobs. We are
1856 doing a pretty darn good job in the State of Iowa when it
1857 comes to renewable energy, and we do take an all-of-the-above
1858 approach to it. We have a nuclear plant, coal-fired plants.

1859 A new hydroelectric plant is going in in my district as we
1860 speak, too.

1861 But these are great jobs that get created by all of
1862 these different approaches, you know, to our energy
1863 portfolio, but especially in that renewable field, we are
1864 very proud of the thousands of jobs in wind energy and solar
1865 and what have you, as I mentioned.

1866 Workforce development is a big issue. We started up in
1867 northwest Iowa in 2004 at Iowa Lakes Community College. They
1868 have a wind energy program up there, and other community
1869 colleges throughout the state have adopted that program as
1870 well. Kirkwood in Cedar Rapids has a big wind turbine on its

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1871 campus, and so they do train folks there.

1872 But I want to go to Mr. Simpson to begin with. Thank
1873 you for your service, first of all, in the Marine Corps. I
1874 did not have the honor or privilege to serve in the military
1875 myself, but I have a stepson and his wife who are both active
1876 duty Marines still at Camp Pendleton, so I want to thank you
1877 very much for that service, and your focus on veterans.

1878 You brought up a couple of things in your testimony
1879 today. You mentioned a veterans apprenticeship program. Can
1880 you elaborate on that a little bit, what that is exactly?

1881 Mr. Simpson. Yes, sir. So there are a couple. So the
1882 military has several occupations that are recognized already
1883 by the Department of Labor through the U.S. military
1884 apprenticeship program where your job you do in the military
1885 gains credited hours toward an apprenticeship.

1886 Mr. Loeb sack. As should be the case.

1887 Mr. Simpson. So that is one of the things that already
1888 exists. And as industries, we have the ability to implement
1889 VA and Department of Labor approved apprenticeship programs
1890 to train our new workforce as they come on board. So that is
1891 what Pike has done is establish a training program approved
1892 through Department of Labor and the Veterans Administration.

1893 Mr. Loeb sack. And you mentioned one of the roadblocks

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1894 that you face is that when you go to these different bases,
1895 each one has sort of its own rules and regulations as to how
1896 you can gain access; is that correct?

1897 Mr. Simpson. That is correct, sir. As I mentioned in
1898 my testimony, you know, as simple as North Carolina, Fort
1899 Bragg has one set of rules, Seymour Johnson Air Force Base
1900 has another, Camp Lejeune Marine Corps Base has a different
1901 set of rules, and then Marine Corps Air Station Cherry Point,
1902 50 miles down the road that falls under the same command, has
1903 different rules.

1904 Mr. Loeb sack. Yeah. I was on Armed Services for 8
1905 years. I understand your concern about the different rules,
1906 and I don't want to put you in the hot seat too much here.
1907 It is not really your job to figure out how the DOD should
1908 deal with this, but do you have any thoughts about how we can
1909 standardize access across bases? Any thoughts at all on
1910 that?

1911 Mr. Simpson. I do, sir. I think if -- when you look at
1912 the transition program as a whole, the transition program was
1913 developed in these halls.

1914 Mr. Loeb sack. Right.

1915 Mr. Simpson. You all approve legislation that created a
1916 transition program to ensure that veterans had the

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1917 appropriate skills entering the workforce to be able to
1918 attain a job or go to college, whichever they chose to do.
1919 So those things were created here. I think that establishing
1920 a set of core foundational rules that allows contact between
1921 employers, the commercial sector, and the DOD sector is the
1922 key.

1923 Mr. Loeb sack. Right.

1924 Mr. Simpson. The opportunity to go in and present my
1925 business to those service members as they transition, so that
1926 they understand that you don't necessarily have to work in a
1927 bucket truck out in the weather and all of the elements that
1928 we work in, that you can also be an engineer, that you can be
1929 a work management technician going into our customer's
1930 database, pulling jobs out, and then sending those jobs to
1931 our crews that are in the field. There are so many other
1932 opportunities than just line work.

1933 Mr. Loeb sack. We politicians are really good at
1934 expressing -- on a bipartisan basis at expressing our
1935 concerns for veterans and our support for veterans, but we
1936 have got to find better ways, so that folks like you can
1937 interface with them and get to them and have that access to
1938 them.

1939 I am a strong supporter of community colleges. I

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1940 already mentioned some of the colleges in Iowa. I have my
1941 own saying that community colleges are the principal
1942 intersection between workforce development and education.
1943 Any thoughts on that? I hate to just focus on Mr. Simpson
1944 here, but I have limited time.

1945 Mr. Simpson. Absolutely. I worked in workforce
1946 development with the State of North Carolina for 2 years
1947 running a veterans program, and in that process interacted a
1948 lot with the community colleges, with their folks that go out
1949 and integrate with business to identify training areas that
1950 are needed and develop a new workforce.

1951 So I believe that community college is a great place to
1952 obtain the education. I think, again, the funding issue is
1953 the problem, making the funding available so that continuing
1954 education is acceptable as well as curriculum education.

1955 Mr. Loeb sack. Well, thank you. And thank you, Mr.
1956 Chair. I don't want to abuse my time. I yield back. Thanks
1957 to all of the participants here.

1958 Mr. Rush. I thank the gentleman. Mr. Griffith is
1959 recognized for 5 minutes.

1960 Mr. Griffith. Thank you, Mr. Chairman. I appreciate
1961 that. This is an interesting and valuable topic, and I hope
1962 that we have the opportunity to work through regular order to

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1963 learn about this bill and other workforce development
1964 programs that already exist at DOE and other agencies. I
1965 will have some questions for DOE when the time is right, and
1966 hopefully they will be at another hearing and I can ask them
1967 at that time.

1968 I also would note that if we are going to look at
1969 workforce development in a holistic way, we should look at
1970 populations that have seen a decline in industry jobs, such
1971 as many localities in my district, and we need to make sure
1972 that economic development is a part of this as well, so that
1973 we can train folks for local jobs.

1974 You may be hearing, you know, Mr. McKinley and I come
1975 from states where coal has been king -- or for areas where
1976 coal has been king, so you are hearing a similar vent. I do
1977 appreciate, Mr. Chairman, that you did include so many areas
1978 in your development skills section of the bill, including
1979 energy efficiency.

1980 We actually have a group out of Christiansburg,
1981 Virginia, that I represent, Community Housing Partners, that
1982 I toured recently where they are going into homes and helping
1983 the people who are doing the HVAC systems and doing the
1984 energy efficiency at the homes, actually understand getting
1985 the certifications that you mentioned earlier. And Ms. Colon

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

1986 de--

1987 Ms. Colon de Mejias. de Mejias.

1988 Mr. Campbell. -- Mejias. Thank you. And they are
1989 doing that there. Chemical manufacturing is listed in the
1990 bill, and I appreciate that because just outside of my
1991 district in Kingsport, Tennessee, we have Eastman, also in
1992 Martinsville, but they do -- in Eastman they do chemical
1993 manufacturing using coal and natural gas as their feedstocks
1994 to make all kinds of different plastics that we use every
1995 day.

1996 Likewise, I would be remiss if I didn't mention oil and
1997 natural gas, and of course the bill does include coal and
1998 training folks for coal jobs. Mr. Olson said we have got to
1999 convince folks that it is cool to get into energy. Folks in
2000 my district, because of the money, if you can find a job --
2001 and they are better today than they were a couple of years
2002 ago, but they are paying anywhere from 75 to 90. If you get
2003 overtime, and you work overtime, you can make \$120,000 a
2004 year.

2005 Wind and solar is great, but we have to recall that wind
2006 and solar are paying roughly 40 to 60 if you are not one of
2007 the top folks in the industry. So it is important to
2008 remember that.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2009 But, still, even at that amount of money, the folks want
2010 to stay in their communities. They love the mountains. They
2011 don't want to leave, and they will be looking for jobs. So I
2012 am going to ask you all how you feel this bill in particular
2013 can help, because we have some opportunities at surface mines
2014 for wind and solar, depending on the wind. Every mountain is
2015 different, so you can't say you would do it on every
2016 mountain, but wind and solar.

2017 And then we got some bills passed last year, and I think
2018 most people are supportive in a bipartisan fashion, for doing
2019 closed loop pump storage inside abandoned mines. They
2020 already have the electricity. They already have the vertical
2021 built into a lot of the mines, and you could use the mines to
2022 use water that is already -- you don't have to look for
2023 critters. It is already water that you are bringing in from
2024 the outside, and so that is an opportunity.

2025 But how do you think this bill might help that? And I
2026 will open it up to whoever wants to answer. Mr. Campbell,
2027 you seem rather interested, but I may have gone off topic for
2028 you.

2029 Mr. Campbell. I am happy to start. I agree with both
2030 you and Congressman McKinley that rural areas have been
2031 overlooked, but I think we also have to have better public-

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2032 private partnerships, and it also includes stronger policy.

2033 Some of the reasons in, you know, places and states that you

2034 don't see as much solar and wind is at the state level, not

2035 being in --

2036 Mr. Griffith. What in this bill do you think would help

2037 my region get some of those things?

2038 Mr. Campbell. Sure. One of the things I think directly

2039 is not just segmenting to solar, wind, or picking winners in

2040 technology, but training people to understand energy. What

2041 is an energy job? When you look at utility companies, they

2042 have an aging workforce.

2043 Mr. Griffith. My folks understand. They understand

2044 energy because we have natural gas, coal bed methane, and we

2045 have coal. They understand energy, and they understand

2046 energy jobs pay good. What we have got to do is find them a

2047 job.

2048 Mr. Campbell. So I think we have to work together. I

2049 think we need better policy. But on the other hand with the

2050 training component, you also have to take a long-term view.

2051 So I talked about like the transportation sector is coming

2052 around the corner, so there is real-time changes that we have

2053 to prepare the workforce for the future. Some of those jobs

2054 might not be there now, but I think it would be shortsighted

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2055 not to train people for the jobs that are going to be there
2056 3 years, 5 years, 10 years down the road. So --

2057 Mr. Griffith. And I appreciate it. Can anybody else
2058 tell me how this bill in particular might help my region on
2059 the areas that I have touched on? Yes, ma'am.

2060 Ms. Colon de Mejias. I would absolutely love to help
2061 you because efficiency is applicable to absolutely any type
2062 of energy use.

2063 Mr. Griffith. Everywhere. Absolutely.

2064 Ms. Colon de Mejias. Not just buildings, not just cars,
2065 our lights, every single thing, our heating, our cooling, our
2066 cooking, our refrigeration. Efficiency is something that
2067 draws down demand. It is literally the concept of using less
2068 to do more, right? So it applies to everything.

2069 And anyone can be trained in my industry. And so there
2070 are entry-level jobs, and there are high-level jobs. There
2071 are jobs at the public utilities and demand reduction in
2072 energy efficiency, and those people can make up to \$250,000 a
2073 year. Many people don't know the industry exists and don't
2074 understand energy.

2075 It is great that people in the community do understand
2076 energy, but there are so many people that have no idea where
2077 electricity comes from. They don't understand their heating

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2078 and cooling systems, and so there are real opportunities for
2079 people who are needing jobs to find entry-level jobs and
2080 high-level jobs.

2081 Mr. Griffith. And I will agree that energy efficiency
2082 is a conservative idea, because we are conserving the energy.
2083 I yield back, Mr. Chairman.

2084 Mr. Rush. I want to thank the gentleman.

2085 Now I will recognize Mr. Veasey for 5 minutes, and let
2086 me take a moment to welcome you to the -- as a new member of
2087 this subcommittee.

2088 Mr. Veasey. Thank you, Mr. Chairman. I appreciate the
2089 welcome, and I just want to, again, thank the chairman, the
2090 committee, and the witnesses today. I am really glad that we
2091 are here discussing this bill today. I think it is very
2092 timely.

2093 Last congress, myself and Congressman Brendan Boyle of
2094 Pennsylvania, we founded the Blue Collar Caucus, and there
2095 are several members of E&C that are members of the Blue
2096 Collar Caucus. And one of the goals that we have is to bring
2097 attention and solutions to the dwindling career opportunities
2098 that we see in some spheres of manufacturing and the building
2099 trades, and see how we can increase those.

2100 And I clearly think that there is an opportunity to

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2101 leverage our need to transition to a more sustainable energy
2102 mix and to rethinking what a blue collar job is. We know
2103 that a green collar economy is here in many aspects today,
2104 and that that is going to continue to grow. And we have
2105 heard from witnesses today that it is not the lack of jobs,
2106 that there are already green collar jobs here. We see some
2107 of those in the Dallas/Fort Worth area.

2108 One of those companies, Encore, is one of our electric
2109 utilities in Dallas/Fort Worth, and the largest utility in
2110 Texas. And right now they are preparing for the challenge of
2111 forming a new electric fleet of vehicles. These are large
2112 EVs, Class 6 or 8 trucks, that are going to be used for
2113 delivery that would operate during the day and return to a
2114 central depot to charge at night.

2115 This overnight time capitalizes on the cheap and clean
2116 wind energy that we have in Texas. A lot of people think of
2117 Texas as an oil and gas state, and indeed we are,
2118 particularly in the Permian Basin, but we are also one of the
2119 leaders on wind.

2120 Our wind story in Texas is absolutely and unbelievably
2121 incredible, and we have the space, obviously, to be able to
2122 achieve a lot of that. But a lot of these vehicles are going
2123 to be charged at night, which is when the wind is more likely

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2124 to be utilized into the grid.

2125 The challenge, which is really the opportunity of our
2126 time, is ensuring that we have a diverse and trained
2127 workforce that is ready to work in these jobs. And, again, I
2128 am going to remind everybody that a lot of these jobs are
2129 already on the horizon, and my question to the panel is that
2130 you have all been at the forefront of efforts to reduce the
2131 gap in training and representation of minority groups in the
2132 clean energy workforce.

2133 I want to know what kind of impact could funding and
2134 programs in a bill like Representatives Rush make in ensuring
2135 a diverse workforce in our growing green economy.

2136 Anybody that wants to jump in and answer could.

2137 Ms. Colon de Mejias. Investing in education for
2138 underrepresented populations or all people of America opens
2139 the doors to opportunity for employment. You know, it is
2140 very hard to get a job if you don't have the right skill set,
2141 and there are many areas of America that currently don't
2142 offer strong STEM courses in public schools, and there are
2143 areas in the community colleges where there are not programs
2144 for green jobs.

2145 And I do agree that, you know, earlier Mr. Simpson and
2146 also Mr. Campbell mentioned that, you know, energy, basic

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2147 skills and STEM skills are applicable to any job, right? So
2148 by investing the money on the front end, we are allowing the
2149 opportunity for people who are not able to find employment to
2150 have access to those jobs. And I think that is what the key
2151 part of this bill is, is opening those doors for
2152 opportunities through education and training.

2153 Mr. Veasey. And I want to also remind everybody as
2154 well, and something that I don't know -- I have to leave
2155 momentarily, and it may have been touched on, but we were in
2156 Seattle, several members of the Congressional Black Caucus
2157 were in Seattle a couple of years ago.

2158 And because of the evolution in technology that is going
2159 on right now, not only are we talking about many of these
2160 blue collar jobs transitioning to more green collar type
2161 jobs, but they are going to be white collar positions because
2162 of technology where people are going to see those jobs move
2163 to blue collar, green collar, gray collar type status because
2164 of the technology, and that is something that we also need to
2165 focused on as we talk about the various challenges and
2166 bringing more of this technology onto the grid.

2167 Thank you very much, Mr. Chairman. I yield back the
2168 balance of my time.

2169 Mr. Rush. I want to thank the gentleman for yielding

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2170 back.

2171 Now the chair recognizes Mr. Bucshon for 5 minutes.

2172 Mr. Bucshon. Thank you, Mr. Chairman, and thank you to
2173 the panel. It has been interesting. A couple of things
2174 quickly. Mr. Simpson, the CDL driver's license for veterans,
2175 you probably don't know but I had a bill many years ago that
2176 actually put the current situation into law to streamline the
2177 process for CDLs for veterans, and so I would be interested
2178 in the pitfalls of what we have in place and how we can
2179 improve it. I mean, just briefly, because I have a number of
2180 questions. I mean, we want to -- we can revise what we did
2181 years ago to improve it.

2182 Mr. Simpson. Thank you for the question. I think that,
2183 really, if we look at it, it is the timeline that has been
2184 established, the 12 months in order to get certified. If you
2185 miss that 12-month window, then your license, basically you
2186 start over from scratch as if you had never driven a truck
2187 before.

2188 Mr. Bucshon. So that is the biggest --

2189 Mr. Simpson. That is the biggest.

2190 Mr. Bucshon. -- that is the biggest deal?

2191 Mr. Simpson. And then the MOSSs, having specific MOSSs
2192 associated, the original -- the Federal Motor Carrier Safety

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2193 Administration form doesn't indicate MOSs, but when you get
2194 to the state level in a lot of states they have indicated
2195 specific MOSs.

2196 So in the Marine Corps I have got one truck driver MOS,
2197 but I have got many more people that drive trucks than just
2198 that MOS.

2199 Mr. Bucshon. So let me -- yeah. Please contact my
2200 office if you would at some point.

2201 Mr. Simpson. Yes, sir.

2202 Mr. Bucshon. And give us that -- send out that
2203 information to us, because we can expand -- hopefully expand
2204 that. So thank you.

2205 Mr. Campbell, you were talking about solar, somewhat
2206 about solar. Many of the panelists have. But what are we
2207 doing in trying to advance recycling of solar panels who are
2208 -- that are at the end of life? Because Europeans, for
2209 example, have that in their process, you know, through the
2210 manufacturing of the panels, a plan for end of life, because
2211 if you look at where we are now, and we are going to continue
2212 to expand solar -- and I am an all-of-the-above energy
2213 supporter, even though I am in coal country.

2214 Is there anything anybody on the panel knows about what
2215 we are doing for 20 to 30 years from now because with all of

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2216 these solar panels as they end their life, because right now
2217 in the U.S. we put them in landfills. Did anybody have any -
2218 - I will start with you. Do you have any idea about what we
2219 are looking at there?

2220 Mr. Campbell. I am not as well-versed on the recycling,
2221 but I can definitely circle back and find out for you.

2222 Mr. Bucshon. Does anybody on the panel have any input
2223 on that at all? I think that kind of proves my point,
2224 because I have been looking at this -- I mean, starting to
2225 look at this, and I want -- you know, I think if we look at
2226 the environmental impact of any industry, right, we need to
2227 look at the industry in total, and that includes the
2228 production of panels and the end-of-life what we do with
2229 panels. That is true with electric cars, too, with the
2230 batteries and all of that, and I think that is important.

2231 I support those industries, but we just need to
2232 recognize that we are going to landfill hundreds of millions
2233 of tons of solar panels, probably 25 or 30 years from now.
2234 So I support a -- I support an all-of-the-above energy. In
2235 fact, I mean, Indiana is a big manufacturing state per
2236 capita, and I was a little disappointed to see the new bill
2237 as introduced did not include some of the bipartisan language
2238 we worked with -- we worked on regarding the fossil fuel and

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2239 industry and nuclear energy and some manufacturing.

2240 Ms. Mehnert, who are we potentially leaving out with
2241 such -- with this limited focus on the green collar jobs, I
2242 mean, in this bill? Are we leaving out anyone in what we are
2243 trying to do?

2244 Ms. Mehnert. Yeah. I believe we need to look at oil
2245 and gas, and I also believe -- when I went to research this,
2246 I actually went to this committee's website page, and I
2247 didn't see the words "oil and gas" even listed on the front
2248 page.

2249 Mr. Bucshon. I think that kind of answers --

2250 Ms. Mehnert. No. And I am glad you asked the question,
2251 because let's face it, the word "oil" and the word "gas" and
2252 the word "climate," there are all of these terms that in our
2253 language, right, they create visceral responses when I look
2254 back and say to myself, "We are here because of those
2255 things."

2256 And I think everyone in this room recognizes that we are
2257 in an energy transition, and it is a great economic
2258 opportunity, but we absolutely have to make sure that we are
2259 inclusive, particularly when we are talking about diversity
2260 and inclusion, you know, of folks. We have got to have folks
2261 and forums.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2262 Mr. Bucshon. Understood. Ms. Colon de Mejias, is that
2263 right?

2264 Ms. Colon de Mejias. Thank you. That is perfect.

2265 Mr. Bucshon. Yeah. I would really -- the energy
2266 efficiency thing is really important, and why can't we
2267 convince some of our citizens to look at their house and do
2268 things that improve our energy efficiency, because we -- that
2269 is struggle, right? People just -- I mean, they just won't
2270 do it. I mean, is it money? What is -- is it knowledge?
2271 What is it?

2272 Ms. Colon de Mejias. I would love to answer you, and I
2273 have no seconds left. But I will answer you anyway.

2274 Mr. Bucshon. Well, with some discretion from the
2275 chairman I think. Go ahead.

2276 Ms. Mehnert. Is that okay? So it is a great question.
2277 Energy efficiency is something that is very -- is not talked
2278 about, right? It is not sexy like wind or solar. It is not
2279 as cool as an EV car. It just gets the job done. I call it
2280 the unsung workhorse of America.

2281 Just in my state alone, energy efficiency in the last 10
2282 years has removed the need to build two new power plants.
2283 The other thing about efficiency is it is comprehensive, and
2284 it is collaborative with any type of energy source. I like

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2285 to talk about energy efficiency in a very simple way.

2286 I say that when we create energy policy, we are not
2287 really making sausage; we are making rice and beans. And the
2288 efficiency is really the rice with a long-acting carbohydrate
2289 that would sustain us as a society. And the beans are the
2290 proteins or the energy. It is like nuclear, fossil fuels, or
2291 renewables.

2292 And you can write energy policy with any type of beans,
2293 right? But if you create a dish and you have the parts that
2294 you need, it is going to sustain you longer than if you don't
2295 think about how you are creating the dish.

2296 Mr. Bucshon. Thank you. My time has expired. I would
2297 like you to expand more, but it is a very important subject.

2298 Thank you very much for your answer.

2299 Ms. Colon de Mejias. Thank you.

2300 Mr. Rush. The chair now recognizes Mr. Kennedy for 5
2301 minutes.

2302 Mr. Kennedy. Thank you, Mr. Chairman. I want to thank
2303 the witnesses for appearing today and to the committee for
2304 holding this important hearing. I want to thank you also as
2305 well for your perspectives and for your leading efforts to
2306 develop, promote, and employ a diverse labor force and a
2307 growing green economy.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2308 I am particularly interested in the development of
2309 offshore wind resources. We know offshore wind holds an
2310 immense opportunity for abundant renewable energy, and that
2311 offshore projects are in the development pipeline. Some
2312 report that ISL New England has around 10 gigawatts of
2313 offshore wind project development in the interconnection
2314 queue, and the lease results from December show a significant
2315 interest in potential, particularly off the south coast of
2316 Massachusetts, an area that I represent.

2317 Locally, there is already active economic mobilization
2318 from businesses to education institutions to civic
2319 organizations, to ensure that our region is poised to
2320 capitalize on that potential.

2321 Folks, it is hard to overestimate how promising this is
2322 for cities like Fall River and New Bedford, Massachusetts,
2323 and for communities like them around the country that have
2324 too often been afterthoughts in a modern economy and deserve
2325 to have a central seat at the table as these new industries
2326 emerge.

2327 But domestic offshore U.S. wind development is in its
2328 infancy, and as a result we don't have the robust offshore
2329 wind workforce that is needed. I know this is a challenge
2330 that we have to tackle locally, and we have tried to tackle

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2331 locally, and I have a few questions on that piece
2332 specifically.

2333 So, first, this bills seeks to address the critical need
2334 for a diverse labor force, and I want to focus on that for a
2335 second. Ms. Truong, is that right? Close?

2336 Ms. Truong. Yes.

2337 Mr. Kennedy. Thank you. Forgive me. How do we ensure
2338 that our workforce training and development efforts in this
2339 emerging sector are inclusive, and intentionally target
2340 populations that most need and most stand to gain from access
2341 to these new good-paying jobs?

2342 Ms. Truong. Well, that is a very good question. And,
2343 first, I think what we want to start with is, how far away
2344 are we from developing the offshore wind? We want to time
2345 the development and the training of the workforce with the
2346 demand of the employers that is going to be upcoming, right?

2347 And so once we understand that, how do we make sure,
2348 then, we are reaching out to where the diverse workforce will
2349 be? Whether it is in schools, whether it is in middle
2350 schools, or high schools, how to begin to provide the on-the-
2351 job training, the internships, the apprenticeships necessary
2352 as the employers, the offshore wind projects, are being
2353 developed at the same time.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2354 We want to make sure that we actually match the demand
2355 with the supply itself. We don't want to train young people,
2356 especially in diverse communities, for jobs that won't exist,
2357 especially if they are going to be sacrificing other
2358 opportunities, the opportunity costs that will entail. At
2359 the same time, we don't want them to miss the opportunities
2360 that will be presented in itself with the offshore wind
2361 projects. So I think matching the supply and the demand of
2362 the employers and the employees would be really important
2363 there.

2364 Mr. Kennedy. And building off of that a moment, ma'am,
2365 targeting amongst the groups that you indicated, minorities,
2366 women, lower income communities, and other populations
2367 currently underrepresented in the energy sector, how do we
2368 assure that they have access to the training and employment
2369 in that offshore -- as we try to bring offshore wind to
2370 market?

2371 Ms. Truong. Education and outreach, making sure that we
2372 are going to where the people are, making sure that we are
2373 engaging the community-based organizations, the workforce
2374 investment boards, and the local communities, making sure
2375 that we are connecting the investment in the pipelines that
2376 the potential employees will be to the jobs, to the job

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2377 market, and making sure --

2378 Mr. Kennedy. When you say "we" -- I am sorry. When you
2379 say "we," do you mean through the design of that legislation
2380 and the implementation thereof?

2381 Ms. Truong. Absolutely.

2382 Mr. Kennedy. Okay.

2383 Ms. Truong. Yes.

2384 Mr. Kennedy. And forgive me, Ms. Pramaggiore?

2385 Ms. Pramaggiore. Yes.

2386 Mr. Kennedy. Close? Forgive me. From the utility and
2387 resource planning perspective -- and, Mr. Campbell, from the
2388 project financier and development perspective -- how do we,
2389 simply put, make these jobs a reality?

2390 Ms. Pramaggiore. Thank you. So we are actually
2391 thinking about that right now. We have a utility in New
2392 Jersey, and there is some discussion in that state of
2393 offshore wind, and that is not our job to build the turbines.

2394 We are a utility transmission and distribution.

2395 But we are thinking through what it takes to take
2396 transmission out to those assets, and what that looks like
2397 from an economic standpoint, what that looks like from a job
2398 skill set standpoint.

2399 So I think the industry is thinking about this. I think

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2400 those projects are becoming real. We have the skill sets in
2401 the utility or, you know, can build them. They are for us
2402 the, you know, the traditional transmission technician skill
2403 set and transmission engineering skill set.

2404 We just, you know, I think to the point that Ms. Truong
2405 was making, you know, to continue that pipeline, make these
2406 projects and great opportunities accessible, create awareness
2407 around them, and just, you know, ensure that we are
2408 supporting that pipeline.

2409 Mr. Kennedy. Thank you. Mr. Campbell, briefly?

2410 Mr. Campbell. Yes. Currently, we don't have the
2411 capabilities in wind. We have the access to capital. As,
2412 you know, that market matures a little bit, I think the
2413 partnerships and/or acquisition would be an area that we
2414 could look at, but right now we are not currently operating
2415 in wind.

2416 Mr. Kennedy. And what can we do to help? In four
2417 seconds.

2418 Mr. Campbell. Products. And the partnerships will
2419 come. And I know we talked a lot about job creation, but
2420 also small businesses are the backbone of our country. And I
2421 think part of, you know, once you train and learn energy, an
2422 opportunity like what I did, to be able to create your own

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2423 companies as well, too.

2424 Mr. Kennedy. Thank you, sir. I yield back.

2425 Mr. Rush. The chair now recognizes Mr. Johnson for 5
2426 minutes.

2427 Mr. Johnson. Thank you, Mr. Chairman. And I want to
2428 thank our panel for being with us today. You know, the world
2429 has changed, I think, because I spent 27 years in the Air
2430 Force, joined in '73 and retired in '99. And I can remember
2431 the day when employers were clamoring to get military folks
2432 to come and work for them.

2433 It was a big deal at every base that I was stationed at
2434 over that nearly 27 years. Employers would offer you a part-
2435 time job, whether it was in technology or food service or
2436 manufacturing, you name it. How we got into this situation
2437 where we are no longer able to tap into that huge talent pool
2438 with veterans, with military folks that are exiting their
2439 active service, is beyond me, and I think Congress should be
2440 doing everything that we can do to make it easier for those
2441 veterans to utilize resources and to get into the job market.

2442 I really wish that we were hearing from the Department
2443 of Energy also today, because I know that Secretary Perry has
2444 really worked hard to expand veterans programs and increase
2445 the communication and collaboration between the VA and the

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2446 Department of Energy, and that is an issue that I have worked
2447 on myself with him.

2448 So, Mr. Simpson, as you alluded to in your written
2449 testimony, there are already many federal programs for
2450 veterans. DOE also works with partners on training and
2451 certification programs to assist veterans and active duty
2452 service members on their transition into civilian jobs. Do
2453 you support this idea of a clearinghouse to consolidate these
2454 resources and make them easier to use?

2455 Mr. Simpson. I think, sir, if you look at it for us, we
2456 support anything that develops a better workforce for
2457 industry. I think if you look at the existing platforms that
2458 are already available, what has happened to the resources
2459 that are there, and then after doing that look at how the
2460 industry has responded, how people have responded about
2461 getting into the industry, then you look at those things.
2462 That would make sense.

2463 Mr. Johnson. Okay. All right. Despite the great work
2464 already occurring, both in government and in the private
2465 sector, do you believe specific barriers remain to companies
2466 successfully tapping the unique skills and abilities of our
2467 veterans within the energy industry?

2468 Let's see, yeah, such as issues involving transitioning

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2469 from the military culture to private sector culture, issues
2470 with private sector certification requirements or the need to
2471 supplement veteran skills with additional training. In other
2472 words, what gaps remain or could be improved upon to make
2473 this transition from the military to the private sector most
2474 successful for veterans in your industry?

2475 Mr. Simpson. So I am going to answer that in a couple
2476 of different directions. I am going to start with something
2477 I have been meaning to say the majority of the day.
2478 Education has been something that we have talked about at
2479 this table pretty consistently, and I think that as we
2480 educate our educators on interacting with young students
2481 teaching them -- right now Department of Education grades our
2482 school systems and our educators on how many kids we send to
2483 college.

2484 As long as we are evaluating the performance of a
2485 counselor on how many kids he sends to college and how many
2486 kids get into top tier schools, we are taking people away
2487 from the other workforce that may have entered that
2488 workforce. So educating people about all of the jobs that
2489 are available, and all of the careers that are available,
2490 that would triple into the military side.

2491 But on the military side, it is access. Give us more

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2492 access. Give us the opportunity to be on the base, in the
2493 community of the veterans, and educate them on what our
2494 careers are.

2495 Mr. Johnson. I think we -- and I was going to get into
2496 it, but I see I am not going to have time, I think it is
2497 definitely a problem that we have convinced many young people
2498 that their only pathway to success is a 4-year university.
2499 Many of them don't want to do that, don't need that, and we
2500 need workers in all of the different areas.

2501 I am limited on time. So, Mr. Simpson, one final
2502 question for you. Why do think jobs in your industry are
2503 attractive to veterans, and do you think it is shortsighted
2504 to limit federal programs to only green collar jobs?

2505 Mr. Simpson. I think that anytime you limit funding to
2506 specific industries or jobs you limit opportunity. So I do
2507 think that we look at all of the opportunities that are
2508 available. But as far as the industry being attractive to
2509 veterans, a lot of us joined the military because we didn't
2510 want four walls and fluorescent lights.

2511 It is great to be able to work outside and in the
2512 elements and with a small team, and we continue that when we
2513 leave the military by entering into the energy workforce.

2514 Mr. Johnson. I was raised on a tobacco farm. I love

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2515 the four walls and the bright lights. So I get that, but
2516 thank you very much.

2517 Mr. Chairman, I yield back.

2518 Mr. Rush. I thank the gentleman. The chair now
2519 recognizes Ms. Barragan. And before she begins, I want to
2520 welcome you as a new member to this subcommittee.

2521 Ms. Barragan. Thank you, Mr. Chairman.

2522 Mr. Rush. Thank you.

2523 Ms. Barragan. Thank you so much, Mr. Chairman, for
2524 having this discussion today and everybody who is here. I
2525 have heard a lot just sitting here, and I represent a
2526 district in southern California that includes areas like
2527 Compton and Watts, where not everybody is going to college.

2528 So bills like this are so critically necessary and
2529 important because there is a lot of folks in parts of the
2530 country, including my district, who want to have
2531 opportunities for jobs where they may not go to college. And
2532 so, Mr. Chairman, I want to thank you for having this
2533 conversation, and I think this is a bill that is desperately
2534 needed.

2535 And, you know, the focus of the bill is obviously to
2536 move toward clean energy, and that is why the bill language
2537 is the way it is. It is because we have a climate change

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2538 crisis. It is because communities of color and low-income
2539 communities are suffering health impacts. There is really a
2540 public health crisis.

2541 And so that is why the language isn't there talking
2542 about the oil industry, and that doesn't mean we don't
2543 include them in the conversation. As a matter of fact, when
2544 I meet with them oftentimes my conversation with them is,
2545 what are you doing to transition? How can we help you
2546 transition?

2547 And that is the great part about this bill. One of my
2548 colleagues from Virginia asked, what is in the bill for
2549 people where he is, and Section 202 of the bill is very
2550 clear. It prioritizes who is going to benefit from this. So
2551 the question is, do you have women in your district? If it
2552 does, if you do, this benefits you.

2553 If you have persons who are transitioning from fossil
2554 fuel energy sector jobs, are they in your district? Well,
2555 then they benefit you. Do you have veterans in your
2556 district? Because if you do, this bill is going to benefit
2557 you and your district. I don't see anything in the bill that
2558 restricts money from going to rural areas. I haven't seen
2559 anything.

2560 Ms. Colon de Mejias, have you seen anything in a bill

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2561 that restricts money to rural areas?

2562 Ms. Colon de Mejias. Absolutely not. I think that the
2563 bill is very competently written to ensure that it supports
2564 people in urban and suburban areas, and I agree that it would
2565 specifically support women and minorities and career changers
2566 and veterans. That is the way I read the bill.

2567 Ms. Barragan. Thank you. Now, Ms. Colon de Mejias, can
2568 you provide an example from your experience where you have
2569 had difficulty hiring staff for an available job and how this
2570 legislation would help small businesses like yours?

2571 Ms. Colon de Mejias. I currently have 7 positions that
2572 are open. Oftentimes, I hire people from those populations,
2573 and I train them, and then they actually end up leaving about
2574 2 years later to go work for the public utilities, because
2575 they become such highly skilled workers that they are sought
2576 after by other companies and other industries, including
2577 solar, electric vehicles.

2578 Many of the skills are transferrable. So once someone
2579 is trained, they would have the opportunity to work in other
2580 areas as well, including public utilities.

2581 Ms. Barragan. Right. And how -- rather, why should
2582 small businesses get more robust incentives than maybe larger
2583 businesses? And do you have an example that supports the

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2584 distinction?

2585 Ms. Colon de Mejias. Yeah. Specifically, I hired a
2586 veteran 2 years ago who I absolutely loved, but he didn't
2587 come with the right skill set because the programs that are
2588 available for vets do not allow them to participate in the
2589 non-credit education or continuing education.

2590 So I had to invest in those courses to allow him to get
2591 the certifications he needed, and then after he got the
2592 certifications he was rightfully hired by a much larger
2593 entity, the Department of Energy and Environmental
2594 Protections, and he works there now. But I invested a lot of
2595 money in his training, and I also paid him for the job for
2596 the 2 years, and then I had to start from the beginning to
2597 retrain.

2598 Ms. Barragan. Thank you. Ms. Truong, if I can ask you
2599 a couple of questions. What are some of the key barriers to
2600 equal minority representation in the energy workforce? And a
2601 follow up, what types of obstacles have you come across, and
2602 how can smart federal policy help address those challenges?

2603 Ms. Truong. Training and access. Oftentimes minority
2604 and communities in low-income communities don't get access to
2605 these jobs. A lot of times the energy companies and
2606 utilities interview and hire people who they may know in

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2607 their communities, and they may not have outreach to the
2608 communities that have not been traditionally seen as
2609 candidates in this industry.

2610 And so outreach and education, both from the employer's
2611 side to the communities that otherwise are not included in
2612 the conversation, but also investing in the communities that
2613 hasn't -- that has seen a traditional disinvestment in
2614 education and training programs and making sure that they are
2615 connected now to the new industry that is growing and
2616 booming.

2617 Ms. Barragan. Great. Well, thank you. And I want to
2618 thank you for making the connection between poverty and
2619 pollution earlier in your remarks.

2620 With that, I will yield back.

2621 Ms. Truong. Thank you.

2622 Mr. Rush. I want to thank the gentlelady, and the chair
2623 now recognizes Mr. Walberg for 5 minutes.

2624 Mr. Walberg. I thank the chairman, and thank you for --
2625 the panel for being here today. I am pleased that the
2626 committee is holding a hearing on workforce development for
2627 the energy industry. As a senior member of the Education and
2628 Work -- or Labor Committee, I have been passionate about and
2629 working on these issues for a long time.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2630 The Education and Labor Committee actually has primary
2631 jurisdiction. So I will be following this issue closely in
2632 the days ahead.

2633 Also, my district is the number 1 district. It is the
2634 energy district of the State of Michigan, with over 35
2635 percent of all of the energy produced in Michigan produced in
2636 the 7th district. It is an all-of-the-above district,
2637 everything from wind to solar to natural gas, coal, and
2638 Fermi, the only plant recently to receive a license for a
2639 third facility. So we are appreciative of this issue.

2640 Ms. Pramaggiore, I was taken with the ice box challenge,
2641 the refrigerator electrification, and racing those
2642 refrigerators made me think, with what is going on in my
2643 district, with self-driving vehicles, that maybe we ought to
2644 have a self-driving refrigerator, so when I am watching
2645 Michigan beat Ohio State, hopefully in the future, I don't
2646 have to leave and have the refrigerator brought to my --
2647 let's forget that.

2648 Ms. Pramaggiore. I think you will have some takers for
2649 that science project.

2650 Mr. Walberg. Good deal. Let's move that on, with the
2651 young ladies or with the young men as well, putting that
2652 together.

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2653 When I was back visiting just this last week our ISD in
2654 Jackson, Michigan, and their career center, I saw firsthand
2655 what our communities are doing to promote hands-on learning
2656 opportunities and create high-schooled, high-wage jobs. I
2657 wish this hearing had been held before that. We could have
2658 talked about this as well in the energy industry.

2659 At Exelon, are you partnering with your local
2660 communities similar to the career center to collaborate on
2661 the workforce development training this bill discusses?

2662 Ms. Pramaggiore. Yes. Thank you, sir. Yes, we are.
2663 We have a number of different programs. We have programs
2664 that are designed around workforce development and training
2665 where we partner with community colleges and other community
2666 groups to develop these training programs. We also have
2667 educational programs, dollars that go to different entities
2668 to create educational programs through elementary schools,
2669 middle schools, high schools.

2670 So we overall in our company spend about \$10 million a
2671 year on education alone, and then there is a separate funding
2672 for training programs themselves.

2673 Mr. Walberg. Okay. Thank you. With that in mind, from
2674 my understanding, it appears that a lot of what this bill
2675 proposes already exists either by private sector companies

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2676 like the one Ms. Mehnert leads, for instance, or through
2677 existing DOE programs.

2678 Do you see a need to duplicate these efforts with
2679 federal funding? And then, second, if so, what should be the
2680 role of the Federal Government?

2681 Ms. Pramaggiore. So what I described was efforts that
2682 my company makes, and many large companies and particularly
2683 utilities have experience in. Our industry is changing
2684 pretty dramatically, and so what we are seeing is that more
2685 and more aspects of the industry are being served by smaller
2686 businesses, different kinds of businesses. Mr. Campbell's is
2687 one. Ms. Colon de Mejias has another business that works in
2688 our industry.

2689 Traditionally, this was done by the utility industry,
2690 but no longer. These are businesses that need support.
2691 These are businesses that don't have the capacity to develop
2692 training programs like we do, and yet I think they have a
2693 tremendous impact on communities, particularly smaller
2694 communities. A small business in a particular neighborhood
2695 or community can have an enormous impact, economic impact, on
2696 that community if you can get them up and running.

2697 And so I think that it is -- as our industry becomes
2698 more fragmented, segmented, and there is more actors and

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2699 players of different sizes and capacity and capabilities,
2700 that this is very important to ensure that those businesses
2701 can develop and find workforce and add value.

2702 Mr. Walberg. Okay. Thank you. Let me just jump to
2703 nuclear power. The Fermi plant in Monroe provides important
2704 baseload generation with zero carbon emissions. Is Exelon
2705 already partnering with any local career centers or private
2706 organizations to ensure skilled workers are prepared for the
2707 innovations in the nuclear industry? And is your company
2708 leading that way?

2709 Ms. Pramaggiore. Yes, we do. We, as you know, have a
2710 number of nuclear plants. We think maintaining nuclear skill
2711 sets is absolutely essential to the United States economy, to
2712 the United States leadership in nuclear power in general. We
2713 fund scholarships for nuclear engineering. We have training
2714 programs for nuclear craft skill sets as well.

2715 Mr. Walberg. Thank you, Mr. Chairman. I yield back.

2716 Mr. Rush. I want to thank the gentleman, and now I am
2717 going to recognize Mr. McEachin for 5 minutes.

2718 Mr. McEachin. Thank you, Mr. Chairman, and let me start
2719 off by thanking you for --

2720 Mr. Rush. Let me take a moment just to welcome you to
2721 this subcommittee. I want to thank you, and we look forward

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2722 to working with you. And you are now recognized for 5
2723 minutes.

2724 Mr. McEachin. Thank you, Mr. Chairman. And I am
2725 appreciative of being on this committee, as well as this
2726 subcommittee. And let me start by thanking you for your
2727 leadership in introducing the legislation that we are
2728 discussing today.

2729 In my judgment, nothing is more important than speeding
2730 our transition to a sustainable green collar economy. As we
2731 make that change, we can and must work to ensure that the
2732 benefits are widely and fairly shared. We need to ensure
2733 that the most direct benefits of our transition -- cleaner
2734 air, cleaner water, better health -- accrue to all Americans,
2735 but we also need to ensure that the opportunities in the form
2736 of new jobs, community development, and economic growth are
2737 broadly shared.

2738 And I will just also say to my good friend of 30 years
2739 from southwest Virginia that I feel you. You and I have
2740 worked together for many, many years, and I look forward to
2741 that continued relationship and partnership and would suggest
2742 to you that whether it is Petersburg or southwest Virginia,
2743 we are all in the same boat when it comes to trying to get
2744 investments in this new collar, this new green collar

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2745 economy, into our districts.

2746 Commendably, this bill keeps both of those goals in
2747 sight, and I look forward to working with everyone here to
2748 ensure that we make the most of this strong foundation and
2749 ultimately pass a bill that reflects both the scale of the
2750 needs we face and the urgency of the moral imperative to help
2751 our most vulnerable friends and neighbors.

2752 Mr. Chairman, along with the work that you have been
2753 doing, I discovered an article talking about investment in
2754 low-income neighborhoods. Of course, your bill addresses
2755 that. It also seeks to prevent gentrification, which is a
2756 thing that I think we need to keep our eye on, because as we
2757 improve these low-income neighborhoods, we want the people
2758 who have been there all their lives to be able to stay there
2759 and can afford to stay there, and are just being handled with
2760 a certain caution in this country through some collar --
2761 green jobs.

2762 So I would submit this article, if there is no
2763 objection, as part of the record.

2764 [The information follows:]

2765 *****COMMITTEE INSERT 7*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2766 Mr. McEachin. And as far as my questions are concerned,
2767 Mr. Campbell, as you have already stated, the transportation
2768 sector is now an even bigger source of greenhouse gas
2769 pollution than the energy sector, and auto emissions
2770 powerfully affect air quality and public health. Can you
2771 speak to how we continue to green our transportation system,
2772 for instance, by helping facilitate a greater use of electric
2773 vehicles? And how does this bill help or could it help
2774 advance that work?

2775 Mr. Campbell. Great question. So I will start, first -
2776 - again, I go back to collaboration. So utilities around the
2777 country are now seeing the benefits of building out the
2778 electric vehicle infrastructure that our country desperately
2779 needs.

2780 I was on a panel recently that Pepco hosted with some of
2781 the ride-sharing companies like Uber and Lyft, and even
2782 FedEx. They all want to swap their vehicles to electric
2783 vehicles, but they can't do so until the infrastructure is
2784 put in place. So we need some more policy that will allow
2785 for that infrastructure to put it in place.

2786 Now, what do the jobs look like, and how does this bill
2787 directly correlate to that? You are going to need
2788 electricians to install the EV charging stations. Once that

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2789 infrastructure is put in place, who is going to service these
2790 new cars that are different from the past?

2791 So part of this training that we haven't really talked
2792 about today is also providing grants, because it is hard for
2793 people to leave for 5 or 6 weeks, however long a training
2794 program is, with no income. And having some level of a grant
2795 or subsidy to be able to allow you to go to training is
2796 critical, and I commend you all in the way this bill was
2797 drafted to be able to provide that support.

2798 But I do strongly believe that the greening or the
2799 electrification of our transportation sector is one of the
2800 biggest opportunities that we are going to see, and it is a
2801 lot of work that is being done real time. GM, for example,
2802 has 20 new electric vehicles they are rolling out over the
2803 next 5 years.

2804 Mr. McEachin. Thank you. Ms. Truong, this bill is
2805 designed to help vulnerable communities, in large part by
2806 helping individual members of those communities. But we need
2807 to guard against the danger that in helping certain
2808 individuals we do not simply help them out of their
2809 communities, such that their neighbors' lives get better even
2810 as their friends and neighbors get left behind.

2811 If we do not guard against that possibility, we will be

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2812 simply repeating past injustices. We can't do that. So as
2813 an example question, how do we ensure that creating clean
2814 energy jobs in a given neighborhood does not just lead to
2815 that neighborhood being gentrified? What can we do to
2816 maximize the extent to which the bill really truly has its
2817 intended effect?

2818 Ms. Truong. I think we can incentivize and prioritize
2819 smart development that has transit-oriented development,
2820 clean green jobs, that pays good wages. So that even as
2821 people are getting into those jobs, they are able to afford
2822 the costs of living in their community.

2823 And we can prioritize the investments in helping to
2824 create sustainable communities that invest in things like
2825 public transit, which is actually good for the environment,
2826 actually reduce the cost of living, and at the same time
2827 improve the ability for people to pay for the cost of living
2828 in their community. So reducing the cost of living,
2829 improving the quality of life at the same time.

2830 I will say that we do run major campaigns across the
2831 country on electric vehicles in the transition to
2832 transportation. I am happy to answer questions on that, too.

2833 Mr. McEachin. Thank you very much. And thank you, Mr.
2834 Chairman. I yield back.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2835 Mr. Rush. I thank the gentleman. I now recognize Mr.
2836 Hudson for 5 minutes.

2837 Mr. Hudson. Thank you, Mr. Chairman. And as I said in
2838 my opening statement, I have been proud to work with you on
2839 this issue for many years.

2840 Mr. Rush. So have I, Mr. Hudson, and I look forward to
2841 working with you as closely in the future.

2842 Mr. Hudson. Great. I appreciate that. And, you know,
2843 I am committed, just as you are, to making sure that we are
2844 preparing our workforce, particularly women, veterans, other
2845 minority groups, for the future jobs that are going to be out
2846 there, making sure that our education systems are in line, so
2847 that our folks are in place to take advantage of this new
2848 economy, but also to help bring this economy about, because
2849 we have those skills.

2850 And I do want to respond to my dear friend from
2851 California when she said that the scope of this ought to be
2852 narrowly focused on green jobs only, because of the crisis
2853 with climate, and so forth and so on. And I certainly look
2854 forward to these new technologies coming forth, but I would
2855 just hate for us to miss out, the people in the workforce,
2856 the folks coming into the workforce looking for jobs, and we
2857 have got industries with jobs looking for people.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2858 And I would just hate for us to narrow the scope on this
2859 legislation so much that we miss those opportunities in the
2860 meantime. So I look forward to working with you on that, Mr.
2861 Chairman.

2862 And I will start my first question to Mr. Simpson, who I
2863 would like to begin again by saying thank you again for your
2864 25 years of service to this country is because of men and
2865 women like you willing to serve that we get to enjoy the
2866 freedoms we have. So I thank you for that.

2867 And I am proud of the work Pike is doing to hire
2868 veterans, and I want to commend you for that. It is a great
2869 service to our nation to take care of our veterans because of
2870 their sacrifice. As many members of this committee know, I
2871 represent Fort Bragg, the epicenter of the universe, one of
2872 the largest military installations in the world. The Marine
2873 is laughing because we also have a large Marine base in North
2874 Carolina. But I look forward to any opportunity to support
2875 our men and women in uniform, both during and after their
2876 service.

2877 With that in mind, Mr. Simpson, in your testimony you
2878 stated that we are seeing growth of about 14 percent in the
2879 industry, resulting in a need for several thousand new
2880 employees annually for the foreseeable future, just to keep

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2881 up with that demand. With the growth you all are facing --
2882 and Pike's hire veterans initiatives -- I think you have
2883 touched on this a little bit before, but could you describe
2884 some of the barriers you are facing on the front lines to
2885 find potential veterans to hire and train them for the
2886 workforce?

2887 Mr. Simpson. Yes, sir. I can. So as I mentioned
2888 several times earlier, the access issue is huge, just being
2889 able to get to the veterans and make sure that they
2890 understand what the career opportunities are. But when you
2891 look at this as a workforce development issue across the
2892 board, gaining access and being able to get into the
2893 institutions, I have got veterans that tell me "I would
2894 really like to do this, but I have got to support my family."

2895 So there is that gap that several people have talked
2896 about today that is big. But for us, if we can get into the
2897 installation, access the service members earlier, establish
2898 the skill bridge programs on the base where they can train
2899 through that program while they are still active duty service
2900 members and being paid by the military with benefits, then we
2901 can transition them directly into the industry.

2902 Right now, the issue is there aren't enough training
2903 programs to do that effectively, and that we don't have

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

www.nealrgross.com

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2904 access to the veterans to get them into the programs.

2905 Mr. Hudson. Got you. Now, you mentioned in your
2906 testimony the Center for Energy Workforce Development. Could
2907 you please elaborate on what that center does, and is that
2908 what you are talking about now as part of this transition and
2909 sort of talk about what Pike's role is with the center?

2910 Mr. Simpson. So Pike is a member of the Center for
2911 Energy Workforce Development. It is a national program, and
2912 I think when you look at it they address several issues.
2913 They have got a program called Get Into Energy, which gets
2914 into the elementary schools and the lower grade levels to
2915 start teaching people about industry jobs at the earliest
2916 stages of their education.

2917 Later on when folks leave the military, we have the
2918 Troops to Energy jobs that are available. So that program,
2919 again, addresses how to attain those jobs at that point in
2920 time. So there are a couple of places where the Center for
2921 Energy Workforce Development has really done a really good
2922 job of developing pathways and educational programs that can
2923 be delivered at any school to teach kids how to get into the
2924 industry and get specific certifications to attain industry
2925 jobs immediately upon graduation.

2926 Mr. Hudson. Got you. Now, are there other specific

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2927 programs that you have undertaken to access veterans?

2928 Mr. Simpson. Of course, with ours, the apprenticeship
2929 program is huge, being able to tap into a veteran and give
2930 them a housing allowance while they are learning the skills
2931 to attain our jobs is very beneficial, so we use that.

2932 Mr. Hudson. I guess -- well, I am about out of time, so
2933 I will just, again, say thank all of the panelists for being
2934 here this. This has been a very worthwhile discussion. I
2935 appreciate your help.

2936 Mr. Chairman, with that, I will yield back.

2937 Mr. Rush. I want to thank the gentleman. The chair now
2938 recognizes Mr. O'Halleran.

2939 Mr. O'Halleran. I would like to thank --

2940 Mr. Rush. Mr. O'Halleran, I want to welcome you also to
2941 the committee, and look forward to working with you.

2942 Mr. O'Halleran. Same here, Mr. Chairman. I would like
2943 to thank you and Member Upton and other witnesses before us
2944 today to join us in this important conversation regarding our
2945 nation's energy resources, and to discuss the Blue
2946 Collar/Green Collar Jobs Development Act, which is an
2947 important first step toward this critical issue for my
2948 district.

2949 About my district, talking about jobs is important. I

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2950 have the largest Native American population in the United
2951 States in my district. The Navajo Nation has a 50-plus
2952 percentage unemployment rate, Hopi are about 80 percent, the
2953 White Mountain Apache 60-plus percent. One of their towns is
2954 at 95 percent unemployment, San Carlos 60-plus percent. This
2955 has a profound impact on rural America also, since our
2956 unemployment rate is higher than urban areas.

2957 It has an impact on our schools, our fire districts,
2958 police, anybody that is concerned with our tax base. We are
2959 losing -- I have 4 power plants in my district. We are
2960 likely to lose one here in the next few months.

2961 And so it also is a situation where it affects people
2962 that are already in such hardship across Indian land and
2963 rural America in general.

2964 I hope this hearing is the first of many actions we as a
2965 committee take, and a key priority of mine, supporting
2966 economic opportunity across rural America and Indian country.

2967 It is important to note, Mr. Simpson, that with the
2968 veterans issue, as a per capita -- I base it on per capita --
2969 Native Americans have the highest per capita of service to
2970 our country than any other population.

2971 Rural America is at a crossroads as market forces in the
2972 energy sector and beyond have drastically changed, and

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2973 economic realities in communities like those I represent. We
2974 must ensure energy workers of all trades are not left behind
2975 as the energy marketplace continues to evolve.

2976 I cannot understate the unique and dire circumstances
2977 and the intimate closures of coal-fired plants like the
2978 potential for the Navajo generation station. It is one of
2979 the largest coal generation stations in America. What it
2980 presents those communities -- the potential loss of hundreds
2981 of jobs, the best-paying jobs, in my district by far, along
2982 with loss of operating revenue for those rural and tribal
2983 communities has had devastating implications.

2984 This decision today has real implications for real
2985 people and real families, and I want to make sure we know
2986 that it just isn't theoretical. If we fail to help energy
2987 workers, such as those in my district, transition to new
2988 opportunities and pay competitive salaries, if we fail to
2989 boost economic diversification efforts, then we have failed
2990 at our jobs.

2991 Whatever the future holds, and for the energy realities
2992 of today, we must act now to make sure workers in rural
2993 America and across Indian country have every tool to compete
2994 and thrive in the new economy.

2995 Why is that so important to rural America? I think we,

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

2996 as a country, take it for advantage. I think urban America
2997 has to start to understand what rural America is about, and
2998 it is about water, where the electricity comes from, natural
2999 resources. This is the foundation of our urban centers.

3000 They wouldn't survive without what comes from rural
3001 America, and rural America can't survive without having the
3002 appropriate education, the appropriate jobs available, the
3003 appropriate quality of life to keep people there.

3004 The transmission lines alone -- if we are talking about
3005 energy, it is not going to come from the core of our urban
3006 centers right now. It is going to come from those areas.
3007 And so we have to address that accordingly.

3008 I will move along here quickly. Mr. Simpson, I see in
3009 your testimony that Pike Corporation is very engaged in
3010 employing and encouraging veterans to contribute to the
3011 energy workforce. I thank you. How do you view this
3012 legislation's potential to further increase opportunities and
3013 flexibility when it comes to energy workforce training for
3014 veterans?

3015 Mr. Simpson. As I mentioned earlier, sir, I think any
3016 program that gives us the opportunity to educate a workforce
3017 and develop a workforce is beneficial, but I do think that we
3018 have to look at this against all of the other programs that

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3019 already exist. The Workforce Innovation Opportunity Act
3020 provides a lot of funding for education. It is simply how
3021 that funding is applied in reducing the limitations on that
3022 funding to apply to energy programs.

3023 I feel like there may be opportunities already in
3024 existence to fund some of this, and we may be duplicating an
3025 effort, but I love hiring folks into the energy industry. So
3026 if you will train them, we will hire them.

3027 Mr. O'Halleran. I think there is a lot more work to do,
3028 and I look forward to working with my colleagues on that
3029 effort, which I believe builds on the important work we have
3030 discussed today.

3031 Again, I thank the witnesses. I hope we continue this
3032 important conversation. Rural America is counting on it.

3033 I yield back. Thank you, Mr. Chairman.

3034 Mr. Rush. I want to thank the gentleman. The chair now
3035 recognizes Mr. Flores for 5 minutes.

3036 Mr. Flores. Thank you, Mr. Chairman. I would like to
3037 echo the concerns of my colleagues on this side of the dais
3038 that we are not following regular order with today's hearing.

3039 We were able to work together on a great bill in the last
3040 two congresses, and I hope that your side of the aisle will
3041 continue working with us in a bipartisan manner to address

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3042 this critical issue for the American people.

3043 At this time, Mr. Chairman, I would like to ask for
3044 unanimous consent to insert into the record a statement from
3045 the Nuclear Power Institute, which discusses nuclear power
3046 education jobs and careers.

3047 Mr. Rush. Without objection, so ordered.

3048 [The information follows:]

3049 *****COMMITTEE INSERT 8*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3050 Mr. Flores. Thank you, Mr. Chairman. The Nuclear Power
3051 Institute is located in my district and is a joint center of
3052 the Texas A&M experiment station and the Texas A&M
3053 University. This institute works on important workforce
3054 issues within the world's leading emissions-free baseload
3055 energy technology industry, that being nuclear power.

3056 As I mentioned in our last Environment Subcommittee
3057 hearing, if we are serious about the threats of climate
3058 change, we need to accelerate the deployment of more
3059 emissions-free next-generation nuclear power. In the near
3060 term, we should also continue to highlight the climate
3061 benefits of lower emissions fuels like natural gas, which
3062 have contributed immeasurably to our country's global
3063 leadership in emissions reduction.

3064 Ms. Mehnert, I want to thank you for your testimony and
3065 for everything you do for women and increase diversity in the
3066 oil and gas industry. And as a fellow Texan, and a former
3067 member of the oil and gas industry, I am pleased for my
3068 colleagues to hear your perceptions about our industry and to
3069 dispel some of the myths about our industry, and also to talk
3070 about the great opportunities it creates for job
3071 opportunities and career development.

3072 Over the last two congresses, I have worked on a

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3073 bipartisan basis on legislation to streamline the permitting
3074 process to modernize our infrastructure, including pipelines.

3075 This is good for jobs and paychecks and careers. And if you
3076 think about what we are talking today, there is two elements
3077 to this. One, we have to educate the workforce; but, two,
3078 you have got to make sure there is a job for that workforce
3079 to go to after you have educated them.

3080 And so, Ms. Mehnert, I am going to ask you this question
3081 on the second part, and that is, having the jobs available,
3082 do you agree that it is important for Congress to remove out-
3083 of-date permitting barriers so that we can amplify workforce
3084 growth, development initiatives, and employment
3085 opportunities?

3086 Ms. Mehnert. I do. And I think as my colleague to the
3087 left here, Mr. Simpson, has talked about, it sounds like it
3088 is very difficult and complicated, the processes and
3089 procedures we have put in place for veterans. So I would
3090 echo support for elimination of complicating the process. If
3091 we are going to spend a lot of effort to engage and get
3092 people engaged, we absolutely need to make it easier for them
3093 to take those jobs and for us to accelerate that process.
3094 So, yes.

3095 Mr. Flores. I totally agree with you on both points.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3096 That is great. It seems that we could and should do both, so
3097 we are creating the right environment where companies can
3098 have the confidence to invest in new jobs, in new projects,
3099 and invest in their workforce.

3100 You are not just oil and gas. You are talking about
3101 expanding to renewables and all forms of energy; is that
3102 correct?

3103 Ms. Mehnert. Absolutely. Experience Energy is about
3104 experiencing our energy, truly in the fullest form, and it
3105 sounds like I need to connect with my colleague to the left
3106 here about efficiency because it is not an area that I was
3107 aware of. So --

3108 Mr. Flores. Yeah. Efficiency is a critical part of an
3109 emissions control strategy. How would you compare the
3110 business climate for energy jobs in Texas along the Gulf
3111 Coast compared to the rest of the country?

3112 Ms. Mehnert. It is pretty significant. Right now, we
3113 are in a -- in Texas alone, I speak often to industry about a
3114 middle skills gap. We have initiatives already in place in
3115 Houston and other areas of Texas where we are trying to find
3116 folks to put into jobs. We do have a number of jobs that go
3117 unbilled.

3118 Mr. Flores. Okay. And what would you attribute the

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3119 difference in opportunity to between Texas and Gulf Coast and
3120 the rest of the country? I will let you think about that.

3121 Ms. Mehnert. I am going to have to think about that.

3122 Mr. Flores. Okay. I am going to go to Ms. Pramaggiore,
3123 right? Would you also agree on the importance of an
3124 efficient permitting system for energy infrastructure
3125 projects, whether it is for pipelines for natural gas or for
3126 transmission lines so that you can get the electrons from
3127 where they are generated either by nuclear or other
3128 emissions-free sources like wind and solar to the consumer?

3129 Ms. Pramaggiore. Yes. Thank you, sir. Absolutely. I
3130 think that we -- you know, we have an interest in moving
3131 forward more quickly on infrastructure buildout. We are very
3132 interested in enhancing the infrastructure, modernizing the
3133 infrastructure, and extending the infrastructure where need
3134 be. And, you know, there are certainly -- we could certainly
3135 be moving faster on that.

3136 Mr. Flores. Thank you. I think infrastructure is
3137 really a 4-letter word. That is jobs.

3138 Thank you. I will yield back.

3139 Mr. Rush. I want to thank the gentleman. And now,
3140 lastly, we want to recognize Ms. Blunt Rochester. And I just
3141 want to make sure that you know that we really are looking

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3142 forward to working with you, and we welcome you to the
3143 subcommittee.

3144 Ms. Blunt Rochester. Thank you so much. Thank you, Mr.
3145 Chairman, and thank you to this incredible panel. Mr.
3146 Chairman, I am pleased to be here at my first Energy
3147 Subcommittee meeting, and really to be discussing a real bold
3148 and ambitious plan to invest in America's energy
3149 infrastructure, with a specific focus on ensuring a well-
3150 educated and trained diverse workforce.

3151 As the former Secretary of Labor in the State of
3152 Delaware, and also the founder of the Future Work Caucus here
3153 in the House, there is no more important issue at this time
3154 for me. And I wanted to also highlight Ms. Pramaggiore -- I
3155 want to say the whole -- Pramaggiore and the work of Exelon
3156 and Delmarva in Delaware, because you are working with the
3157 Boys and Girls Club, our community colleges, and our HBCU,
3158 Delaware State University.

3159 And my question is really going to be -- the whole panel
3160 can pick one. In Delaware, we have a saying "It is good
3161 being first" because we are the first state. Today it is
3162 tough being last because I am the last. So I am going to
3163 just give you the 3 questions I have, and if each of you can
3164 take a minute or a second to give an answer. And if not, we

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3165 can follow up afterwards.

3166 So the 3 questions are: how can we best support small
3167 businesses, particularly MBEs and DBEs, as we are looking at
3168 the green collar energy, you know, future? That is number 1.

3169 The second is, we talked a lot about different groups
3170 that are impacted, but not a conversation about individuals
3171 coming out of prison. And I am really curious about both the
3172 challenges and opportunities in the energy sector for
3173 individuals coming out of prison.

3174 And then the last question, and I am going to start with
3175 Mr. Campbell, you can pick any of those, but for those of you
3176 who have gone into this, these fields, what great programs
3177 did you personally participate in that might become models
3178 that we need to, you know, expand on?

3179 So it is really small business, prison, and personal --
3180 your personal journey, things that you would recommend. And
3181 will start with Mr. Campbell.

3182 Mr. Campbell. I will try to be as brief as possible.
3183 So I have been blessed with wonderful mentors. Green for
3184 All/Dream Corps was one of our first mentors when we launched
3185 our company through a partnership with then Accenture. It
3186 now became our corporate mentor, and we are doing work across
3187 the country with Accenture.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3188 Exelon/Pepco is a mentor company. You would think that,
3189 you know, the electric utility and a solar company would be
3190 aligned, but we share the same goals as far as making sure
3191 our community is moving forward and people have jobs.

3192 As far as what are some of the things that this bill and
3193 this body can do to support small businesses, I think it is
3194 providing procurement opportunities, but holding our feet to
3195 the fire. So if we have procurement opportunities, making
3196 sure that we are hiring the local community and we are
3197 providing mentorship opportunities and creating other small
3198 businesses that come behind us.

3199 And then, lastly, with returning citizens, that is a
3200 huge emphasis and something I am working on. I think a big
3201 part of that is just reach-back support as well. So once --
3202 you know, really preparing people when they are coming out
3203 and returning to the society to be successful in jobs, not
3204 just to get the job but to stay in the job. And so that is
3205 definitely something that I would hope maybe there would be
3206 some consideration to include returning citizens as part of
3207 this bill.

3208 Ms. Blunt Rochester. I am going to jump to Ms. Colon --
3209 I have got to get it right, too.

3210 Ms. Colon de Mejias. Colon de Mejias.

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3211 Ms. Blunt Rochester. Colon de Mejias.

3212 Ms. Colon de Mejias. I am going to shorten my name for
3213 the next hearing.

3214 [Laughter]

3215 Ms. Colon de Mejias. My answer is that in order to help
3216 small businesses and women-owned businesses, OJT funds are
3217 phenomenally helpful. Training support programs are
3218 extremely helpful because as a small business one of the
3219 biggest expenses -- and I think -- I don't know who said it
3220 earlier today -- that, you know one of our biggest issues is
3221 filling those roles, and then filling them and worrying about
3222 someone taking those people because they need to fill their
3223 roles. That is a big problem.

3224 Ms. Blunt Rochester. Thank you. All right. Ms.
3225 Truong?

3226 Ms. Truong. We talked about earlier about wanting to
3227 get more women into these industries. Getting my personal
3228 journey, I talked to women across this country, women who
3229 have a lot of credentials, and they are so intimidated by the
3230 STEM barriers. They think they can't talk the science or the
3231 math, and they can't get into these areas.

3232 So I think demystifying that, I think if we want to
3233 increase diversity in small businesses we can require

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3234 reporting of how many of our large utilities and businesses
3235 actually subcontract or subgrant to small or diverse
3236 businesses. We can also set targets to improve percentage-
3237 wise every year. Can we improve 5 percent every year?

3238 And then, finally, around prison, we can start training
3239 inside of prisons now. We have a shortage of labor, dire
3240 problem around the country. We can start training programs
3241 inside of prison. We can make sure we provide wrap-around
3242 services to employers to encourage them to hire people coming
3243 out of prison, to stop the gap between the hiring processes
3244 and then provide wrap-around services so that they stay in
3245 the jobs.

3246 Ms. Blunt Rochester. Thank you. I have 5 seconds. I
3247 want to thank Mr. Simpson so much, especially for talking
3248 about the workforce investment boards and making sure that we
3249 have some coordination across.

3250 And also, Ms. Mehnert, I want to also say hi to Ally,
3251 and thank you for bringing her.

3252 Thank you so much. I yield back.

3253 Mr. Rush. I want to thank the gentlelady. The matter
3254 before the subcommittee now is the unanimous consent request
3255 for the submission of articles and items for the record. And
3256 those items include a letter from the Alliance on Safe

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3257 Energy, a letter from Duke Energy, a letter from the Solar
3258 Energy Industries Association, a letter from the Texas A&M
3259 University System, a letter from the Center for Energy
3260 Workforce and Development, and a letter from the National
3261 Urban League, and, finally, a letter -- an article, rather,
3262 from my colleague, Mr. McKinley, an article entitled "In
3263 Minneapolis, Low-Income Neighborhoods See Influx of Clean
3264 Energy Jobs." Or it is Mr. McEachin, I am sorry. Mr.
3265 McEachin is the one who requested the unanimous consent
3266 decree.

3267 Hearing no objection --

3268 Mr. McKinley. We would like to see -- we would have
3269 preferred seeing a few of these in advance to review them.
3270 But, yes, of course we are going to accept, in cooperation
3271 with you on this. But we would like to see in the future
3272 more -- to have a chance to review them.

3273 Mr. Rush. Well, certainly. The chairman will adhere to
3274 that request. Thank you so very much. Without objection, so
3275 ordered.

3276 [The information follows:]

3277 *****COMMITTEE INSERT 9*****

This is a preliminary, unedited transcript. The statements within may be inaccurate, incomplete, or misattributed to the speaker. A link to the final, official transcript will be posted on the Committee's website as soon as it is available.

3278 Mr. Rush. And we want to make sure that we thank all of
3279 the witnesses for your participation in today's hearing. You
3280 have given us some very informative, insightful, and exciting
3281 testimony, and we certainly want to thank you.

3282 And I want to remind members that pursuant to committee
3283 rules they have 10 business days to submit additional
3284 questions for the record to be answered by the witnesses who
3285 have appeared before us today. And I ask each witness to
3286 respond promptly, if there are any such questions that you
3287 may receive.

3288 And so, again, thank you, thank you, thank you for your
3289 participation.

3290 At this moment, the subcommittee now stands adjourned.
3291 Thank you so much.

3292 [Whereupon, at 1:27 p.m., the subcommittee was
3293 adjourned.]

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701