

Training Day

Module 2: Just Transition: Empowering Youth and Women to Transform the Energy Sector

**Erin Hammel, Senior Director, Professional Development,
NARUC**

The Challenge: Participation in the Energy Transition



PRACTICAL GUIDE TO WOMEN IN ENERGY REGULATION



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National Association of Regulatory Utility Commissioners

A Guide for Public Utility Commissions: Recruiting and Retaining a Cybersecurity Workforce



Ashton Raffety
Lynn P. Costantini
February 2021

Building Awareness of Public Utility Commissions as Employers



Bring a Student to Work Day, New Mexico 2024



National Council on Electricity Policy

**NCEP Collaboration Brief: Partnerships between
State Government Agencies and Higher
Education Institutions to Support Recruitment**



Sarah Fitzpatrick and Hyleah O'Quinn, NARUC
July 2024

NCEP Higher-Ed Collaboration Brief, 2024

USAID/NARUC Women in Energy Internship Programs (2017-19; 2023-25)



"I love engineering because of how impactful it is in bettering people's lives on a daily basis and providing life-changing solutions. Today I am capable of doing so much in my career because of the exposure I have attained from working with the Energy Regulation Board (ERB). I started my career journey as an intern at the ERB under the USAID and NARUC Women in Energy Regulation Internship program, and I can't wait to do more in my new role. My advice is to work hard, do more, and exert yourself. Your efforts will be rewarded."

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FRIDAH NKUNDE

Engineer - Renewable Energy
Energy Regulation Board of Zambia



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Empowering young minds through initiatives like the USAID and NARUC Women in Energy Internship cultivates a dynamic force for progress. Youth engagement not only energizes the path to sustainable development but also sparks a transformative journey towards gender equity in the energy sector.

As agents of change, today's youth illuminate a brighter future, where innovation and inclusion converge to light the way towards a more equitable world.

Lika Ugrekhelidze

Intern, Natural Gas Department
Georgian National Energy and Water Supply
Regulatory Commission



Armenia, Ethiopia, Georgia, Kenya,
Kosovo, Senegal, Tanzania, Ukraine, Zambia



USAID
FROM THE AMERICAN PEOPLE

**ENERGY
BRIDGE**



Internship & Mentoring Programs



ADVANCING WOMEN LEADERS IN ENERGY (AWLE) WOMEN IN ENERGY INTERNSHIP PROGRAM GUIDE



November 2022

This publication was produced for review by the United States Agency for International Development (USAID). It was prepared by the National Association of Regulatory Utility Commissioners (NARUC).



ADVANCING WOMEN LEADERS IN ENERGY (AWLE) GUIDE TO MENTORING



November 2022

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ICER WIE PEER COACHING

Peer Coaching Programme



Women in Energy
The ICER International Network

The Power of Storytelling and Career Visibility



Day in the Life Video Series, Michigan 2026



Day in the Life Video Series, Ohio 2026

Student Exposure and Workforce Pathways: Moving from Awareness to Opportunity



High School Students at NARUC Annual Meeting, 2024



NARUC Virtual Job Fair, 2025

Energy Equity, Justice, and Participation in Decision-Making



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National Association of Regulatory Utility Commissioners

State Energy Justice Roundtable Series: Participation in Decision Making



Tanya Paslawski, NARUC
February 2023



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State Energy Justice Roundtable Series: Energy Justice Metrics



Jasmine McAdams, NARUC
February 2023



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State Approaches to Intervenor Compensation



Prepared for National Association of Regulatory Utility Commissioners
by FTI Consulting, Inc.

December 2021



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National Association of Regulatory Utility Commissioners

Public Utility Commission Stakeholder Engagement: A Decision-Making Framework



Jasmine McAdams
January 2021

Spectrum of Community Engagement

- a) Acknowledge marginalization
- b) Assert a clear vision
- c) Articulate a development process
- d) Assess community participation efforts.

Figure 2. Spectrum of Community Engagement to Ownership



Workforce Development

- Awareness precedes recruitment.
- Storytelling increases visibility.
- Exposure creates possibility.
- Partnerships build pathways.
- Direct connections help translate interest into careers.

Energy Equity and Justice

- Participation matters both in the workforce and in decision-making.
- Communities should have opportunities to engage in the processes that shape energy policy.
- Equitable access should be considered when evaluating the benefits and impacts of energy investments. There are metrics available.



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