

Diversity, Opportunity, and Inclusion Annual Report

Virginia Department of Energy
2025

2024 ACCOMPLISHMENTS	<p>Plan Goal 1: Access & Success</p> <p>Objective: Implement training programs that improve workforce availability and accessibility.</p> <p>Accomplishment: Virginia Energy's State Energy Office received a conditional award from US DOE for this program, and we are waiting for them to lift the conditions so that we can launch. Timing is contingent on our federal counterparts, so timing is uncertain. There may also be some adjustments made to the program plans to align with new federal priorities, Virginia Energy has not received this guidance yet to make changes.</p> <p>Plan Goal 2: Welcoming & Respectful Culture</p> <p>Objective: Develop an impactful Employee Resource Group (ERG) for employees to collaborate and engage with one another while enhancing the overall well-being of our workforce through meaningful programs, training, and engagement opportunities.</p> <p>Accomplishment: Human Resources led to the establishment of the Employee Resource Group as the Wellbeing & Work Council (WCW) in January 2025. Much of 2024 was spent building the framework, gaining executive leadership approval, developing a full-year calendar and soliciting volunteers. This council consists of employees representing all three Virginia Energy offices and employees from varying levels. The WCW has hosted Financial Seminars, Healthy Eating Workshops, Health Benefits Seminars, Goal Setting Presentation, Wellness Challenges, Bring-Your-Child-to-Work-Day Programs, established a book-club (Atomic Habits is the first book), Public Service Week Activities and more. There is a positive impact on employee engagement, well-being both personal and professional.</p> <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <p>Objective: Broaden community engagement and foster relationships with a spectrum of universities, institutions and energy focused professional organizations promoting high-quality and diverse talent.</p> <p>Accomplishments: Virginia Energy broadened our outreach efforts to institutions offering the best Coal Energy, Coal Engineering, Geology, and Mineral Mining talent by participating in job fair and career day opportunities with Bluefield State University, Virginia Tech, and Virginia Commonwealth University.</p> <p>The internship program is still in development in a structured format for Virginia Energy. The agency was still able to successfully attract several interns through the COVES Program, several high school interns, and a new intern from the Department of Blind and Visually Impaired.</p>
2025 AGENCY DOI GOALS	<p>Agency Goal 1: Develop a strategic recruitment model for difficult-to-fill positions for Virginia Energy.</p> <p>Agency Goal 2: Successfully meet all diverse accessibility needs for requests received within Virginia Energy.</p> <p>Agency Goal 3: Build a formally structured internship program with structured curriculum and field visits for annual launch in FY2026.</p>

