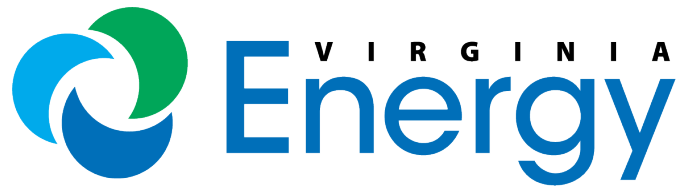


Diversity, Opportunity, and Inclusion Annual Report

Virginia Department of Energy 2025

2025 ACCOMPLISHMENTS	<p>Plan Goal 1: Access and Success</p> <p><u>Objective:</u> Implement training programs that improve workforce availability and accessibility.</p> <p><u>Accomplishments:</u> Virginia Energy advanced the Commonwealth’s energy workforce goals through targeted outreach, strategic partnerships, and workforce development initiatives that expanded access to energy education, training, and career pathways for youth, rural communities, and underserved populations. Through Mission Tomorrow and the SPARK Program, the agency increased career awareness and provided STEM programming, summer camps, dual enrollment, career coaching, work-based learning, and support services that connected youth and young adults to careers in energy, infrastructure, technology, environmental stewardship, and emerging energy sectors. SPARK utilized youth-focused, trauma-informed, and community-engaged practices to reduce barriers to participation and support underrepresented populations. Virginia Energy also collaborated with Virginia Works to enhance workforce outcome tracking and engaged local governments, small businesses, contractors, and industry stakeholders through listening sessions and outreach events to promote workforce initiatives, energy programs, and contractor participation opportunities.</p> <p>Plan Goal 2: Welcoming and Respectful Culture</p> <p><u>Objective:</u> 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><u>Accomplishments:</u> The Wellbeing & Work Council (WWC) advanced its role as Virginia Energy’s primary Employee Resource Group by expanding programming based on employee feedback gathered through agency-wide surveys. The Council offered financial wellness seminars, healthy eating workshops, health benefits education, goal-setting presentations, wellness challenges, an active book club, and other learning opportunities designed to support employee well-being and professional development. Additional engagement activities and Nectar challenges promoted recognition, collaboration, and connection across all three Virginia Energy offices, contributing to a positive workplace culture and increased employee engagement.</p> <p>Plan Goal 3: State Agency DOI Infrastructure and Training</p> <p><u>Objective:</u> 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><u>Accomplishments:</u> Virginia Energy strengthened its recruitment outreach and community engagement efforts by continuing its partnership with the Department for the Blind and Vision Impaired (DBVI) and participating in the 2025 DBVI Reverse Career Fair, which resulted in a successful candidate hire. The agency also hosted its 20th Annual Virginia Arbor Day celebration, continued its partnership with Bluefield State University to support workforce development efforts, and participated in the Central Appalachian Section Meeting to promote career opportunities and recruit engineering talent in Southwest Virginia. These efforts strengthened recruitment pipelines and expanded engagement with diverse talent pools.</p>
2026 AGENCY DOI GOALS	<p>Agency Goal 1: Access and Success</p> <p><u>Objective:</u> Implement and expand workforce development initiatives that improve accessibility, outreach, recruitment, and engagement with underserved and underrepresented communities interested in careers in energy and public service.</p> <p>Agency Goal 2: Welcoming and Respectful Workplace Culture</p> <p><u>Objective:</u> Enhance employee engagement initiatives and workplace culture through programs, resources, communication, training, and opportunities that support employee well-being, professional growth, and organizational connection.</p> <p>Agency Goal 3: DOI Infrastructure, Community Engagement, and Strategic Partnerships</p> <p><u>Objective:</u> Broaden community engagement efforts and strengthen strategic partnerships that support recruitment, education, outreach, accessibility, workforce development, and employee engagement initiatives.</p>





Virginia Department of Energy

2025 Diversity, Opportunity, and Inclusion Plan

INTRODUCTION AND OVERVIEW

The Virginia Department of Energy (Virginia Energy) is committed to maintaining an effective, inclusive, and diverse workforce through the development and implementation of a Diversity, Opportunity, and Inclusion (DOI) plan. The purpose of this plan is to outline the agency's strategic DOI goals and objectives that support our longstanding values of trust, mutual respect, ethics, honesty, and professional development and growth. Virginia Energy's ability to attract, develop, and retain a high-quality and diverse workforce is the key to our continuing success.

This DOI plan has been developed to align with Governor Youngkin's Executive Order 10 which promotes the expansion of equal opportunity for all Virginians. Our agency is dedicated to supporting the Commonwealth's policy by creating a work environment that recognizes employee contributions, providing the opportunity for growth and development, ensuring equal opportunity to the workforce, and maintaining employee engagement across the agency.

GOALS AND OBJECTIVES

Goal 1: Access and Success

Launch a workforce training program aimed at advancing new and existing workers into residential energy contracting careers.

Objective: Implement training programs that improve workforce availability and accessibility.

1. Distribute details to the public regarding a \$3.4M workforce training program
2. Establish a formal application process and selection criteria to determine individuals eligible to enroll and participate in the program
3. Implement a streamlined onboarding process for workers to ensure a well-organized introduction to residential energy through efficient training procedures
4. Obtain feedback from participants to measure the success of the program and potential improvements for future initiatives

Goal 2: Welcoming and Respectful Culture

Virginia Energy will launch an Employee Resource Group to continue to support our employees' sense of belonging, personal and professional growth with a strong agency culture.

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.

- a) Outline benefits and values of joining an employee resource group at Virginia Energy to get a robust and varied representation of the agency
- b) Develop programs, training, and opportunities that engage employees and support their personal and professional well-being
- c) Continuously develop feedback loops to evaluate programs and ERG offerings to ensure they are impactful and revise and relaunch with enhancements.

Goal 3: State Agency DOI Infrastructure and Training

Develop a strategic recruitment roadmap to build pipelines of diverse qualified talent.

Objective: Broaden community engagement and foster relationships with a spectrum of universities, institutions and energy focused professional organizations promoting high-quality and diverse talent.

- a) Develop relationships with institutions of higher education and professional organizations focused in energy related degrees/majors to attract the best talent.
- b) Establish an inclusive internship program leveraging partnerships across the Commonwealth and neighboring regions to attract talent from varied backgrounds interested in careers in energy.
- c) Diversify sourcing channels and recruitment methodologies to access top-tier candidates beyond traditional recruitment platforms.