

From: [Michaud, Gilbert](#)
To: [IPA.Solar](#)
Subject: [External] Gilbert Michaud - Response to Energy Workforce Equity Database Feedback Request
Date: Tuesday, November 1, 2022 0:18:21

Hello,

Thank you for the opportunity to respond to this request for stakeholder feedback on the Energy Workforce Equity Database. This is a commendable effort, and as someone who has spent several years conducting research on energy-related workforce development, I think the outlined approach is solid.

One detail that might be extremely useful is having a deeper understanding of the key skills required to successfully perform in a given occupation. I recognize that this is a bullet point of interest within the Equity Eligible Persons piece of the database. O*NET, sponsored by the U.S. Department of Labor, is an incredibly powerful tool that might come in handy here (see: ononline.org). For each occupation, one can learn about the knowledge, skills, abilities, and many other variables needed to succeed in a job (see, for instance, the details for “Solar Photovoltaic Installers” here: <https://www.ononline.org/link/summary/47-2231.00>). Here is one of my own write-ups of how to tangibly use these data, if it is helpful: <https://closup.umich.edu/sites/closup/files/uploads/rep/REPI-Michaud.pdf>.

Anyway, having additional transparency and specificity on the key skills needed for each job would be useful to job seekers, and would not be incredibly hard to operationalize if using the O*NET website in a proper and efficient manner.

Best,

Gilbert

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