

Welcome to the

PACT Initiative

(Partnerships for Academic-Industry Career Training)

Office Hours



U.S. DEPARTMENT
of ENERGY

Notes



Please use the Q&A section to post your questions and like (upvote) those you would like to see answered.



NO Artificial Intelligence (AI) Bots are allowed in the meeting, per DOE requirements.

A recording of this session, a copy of the presentation materials, transcripts, and Q&A, will be posted to the TechWerx website in 2-3 business days.

TechWerx

A DOE Innovation Hub

Connecting visionaries, researchers, industry and energy leaders with the opportunities and experts to build the ecosystem, technologies, workforce and infrastructure to enable an equitable and resilient energy transition.

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**Partnerships for
Academic-Industry
Career
Training**



U.S. DEPARTMENT
of **ENERGY**

Hydrocarbons and
Geothermal Energy Office



U.S. DEPARTMENT
of **ENERGY**

Office of Indian Energy
Policy and Programs

Hydrocarbon & Geothermal Energy Office (HGEO) and Office of Indian Energy Policy and Programs (IE)



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Agenda

- 1 Opportunity Overview
- 2 Application Requirements and Process
- 3 Q&A



**Partnerships for
Academic-Industry
Career
Training**

Opportunity Overview



Why DOE is Supporting this Opportunity

- ✓ In-demand, high-paying occupations
- ✓ Training programs that prepare students for careers
- ✓ Industry-recognized certifications
- ✓ Support services



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Overview

Purpose: The goal of the PACT Initiative opportunity is to increase the number of highly skilled individuals entering the American energy workforce.

Objective: Establish regional consortia to develop hands-on training and credentialing programs in skill areas that serve the natural gas, oil, coal, and geothermal energy industries.

Funding: Approximately \$11,300,000 will be available to fund projects at Institutions of Higher Education, including up to \$2,300,000 for Tribal Colleges.

Apply to one of two Topic Areas

Topic A: Enhance

Enhance an existing training program or reorient to focus on energy careers.

Anticipated Details

\$100,000 - \$300,000 per award
4-8 awards total

Topic B: Establish

Establish a new training program that focuses on energy careers.

Anticipated Details

\$1,000,000 - \$2,000,000 per award
3-6 awards total

Eligible Technology Areas for Training

Must address training in at least one of the following areas:

- Integration, safe use, and maintenance of oil, natural gas, coal, or geothermal energy technologies
- Using CO₂ to enhance oil and gas recovery
- Produced water treatment and disposal
- Power generation for data centers or remote operations
- Technologies that enable any of the above technologies, including:
 - Construction related to the building-out of facilities or infrastructure
 - Applying and using artificial intelligence and machine learning
 - Geographic information systems

Establishing Consortia

Each awarded consortium must include the following members:



Prime Applicant

Coordinates consortium and submits application.
Lead POC to DOE.
(must be an IHE)



Two-year IHE

Host site of training program.
(may be prime applicant)



Industry Employer

Identifies needed skills.
Recognizes credentials.
Capable of hiring graduates.



Workforce Development Entity

Performs workforce analysis.
Supports program participants.

PACT Award Process

Apply

IHEs establish consortia partnering with industry employers and workforce development entities.

Identify energy technology(s) in need of increased workforce training opportunities.

Apply to enhance or establish an energy workforce training program at a 2-year IHE.

Phase 1: Planning

Consortia develop Action Plan to *enhance* or *establish* training programs.
(Duration: 2-12 months)

Phase 2: Execution and Reporting

Execution

Consortia implement the Action Plan. Students who complete the courses are well positioned to secure high-demand energy jobs.
(Duration: 12-24 months)

Reporting

Consortia submit semi-annual reports of student work placement rates.
(Duration: 24 months after initiation of courses)

Topic A: Enhance

Enhance existing program with new equipment, 1-2 new courses and/or new instructor training.
Enhanced training program yields increased rates of student work placement.

Approximate award size: \$100,000 – \$300,000 | 4-8 anticipated awards

Topic B: Establish

Establish new training program with at least three new courses.
New established training program meets target rates of student work placement.

Approximate award size: \$1,000,000 – \$2,000,000 | 3-6 anticipated awards

Submitting an Application



Eligibility Criteria

Prime applicant must be an Institution of Higher Education (IHE)

Training Program must be hosted at a 2-year IHE

Regional Consortium must include:

with signed documentation of commitment from each member

- **Two-year IHE** (at least one)
 - Vocational schools
 - Trade schools
 - Technical colleges
 - Community colleges
 - Tribal Colleges and Universities
- **Industry employers** (at least two)
- **Workforce development entity** (at least one)
 - Workforce development boards
 - Tribal Program entities eligible for funding under the Workforce Innovation and Opportunity Act

Applicant must also:

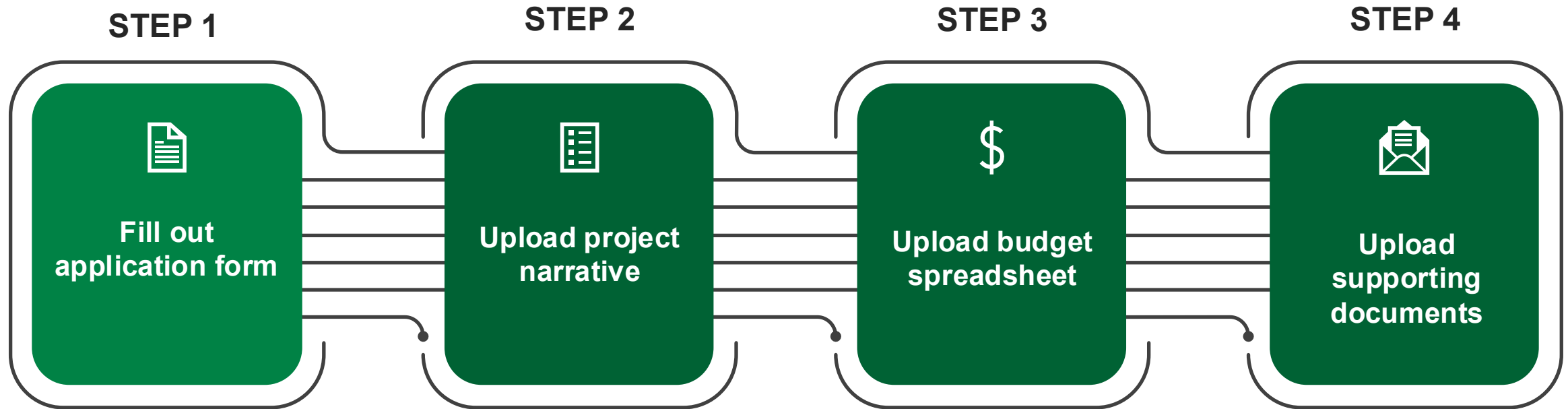
- qualify as a domestic entity
- certify it is not owned by, controlled by, or subject to the jurisdiction or direction of the government of a Country of Risk

Review Criteria

1. **Demonstration of Regional Need (30%).** Training program for in-demand workforce need in the region based on quantitative evidence. Directly impacts the oil, natural gas, coal, or geothermal energy industries.
2. **Workforce Strategies and Metrics (15%).** Demonstrates ability to effectively implement stated workforce development strategies. Target rates for student enrollment and work placement are stated.
3. **Participant Support Services (15%).** Creates specific and meaningful benefits and supportive services to program participants commensurate with the project scope.
4. **Consortium Team Quality (20%).** Project team demonstrates likelihood to deliver training that leads to industry-recognized credentials, job placement, and employee retention.
5. **Work Plan and Budget (20%).** Demonstrates effective use of existing resources and efficient use of budget to complete deliverables. Includes sustainability plans as applicable.

Applicants are encouraged to read full details of Review Criteria on the opportunity page.

Application Submission Steps



Timeline

Applications open	May 4th, 2026
Webinar	May 13 th 3:00 PM ET
Office Hours Session #1	June 3 rd at 3:00 p.m. ET
Office Hours Session #2	July 9 th at 3:00 p.m. ET
Application Deadline	July 17th by 5 PM ET
Review and Selection	Fall 2026
Selectees Announced (estimated)	Fall 2026
Negotiations	1-2 months after selections have been made
Activities Begin (estimated)	January 2027



Questions?

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