

Welcome to the

PACT Initiative

(Partnerships for Academic-Career Training)

Informational Webinar



**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.

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.

Agenda

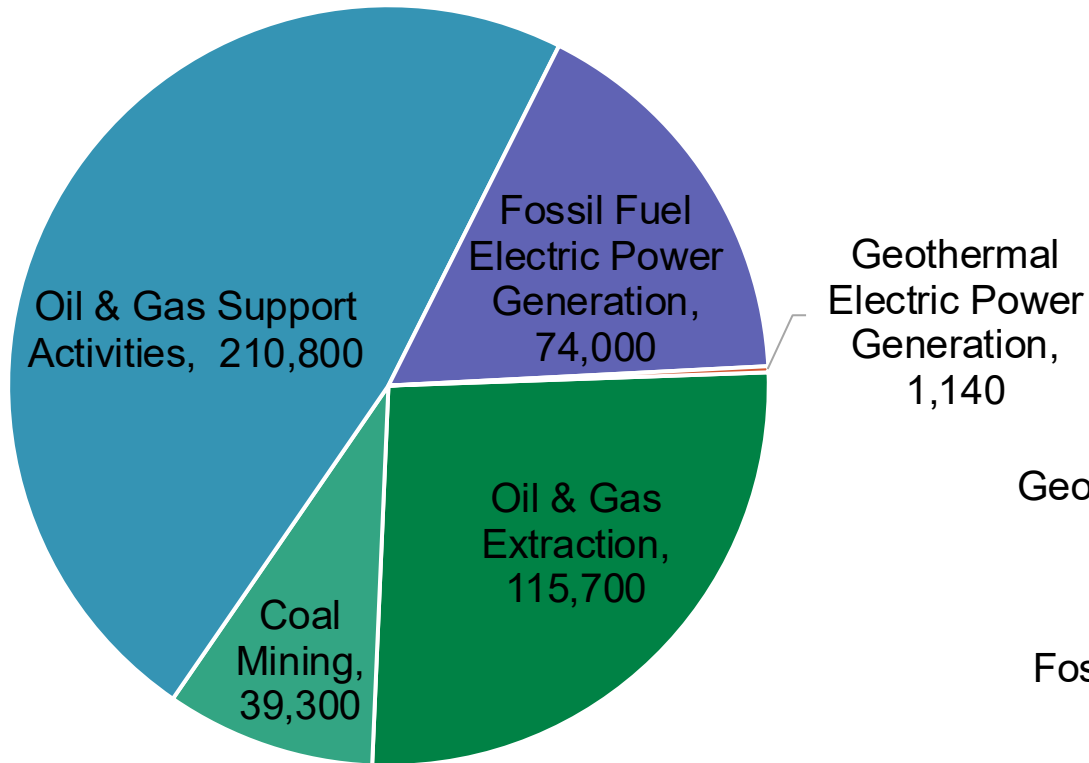
- 1 Why DOE is supporting this opportunity
- 2 About Us: Techwerx and the Department of Energy
- 3 Opportunity Overview
- 4 Application Requirements and Process
- 5 Q&A

**Why DOE is
supporting this
opportunity**

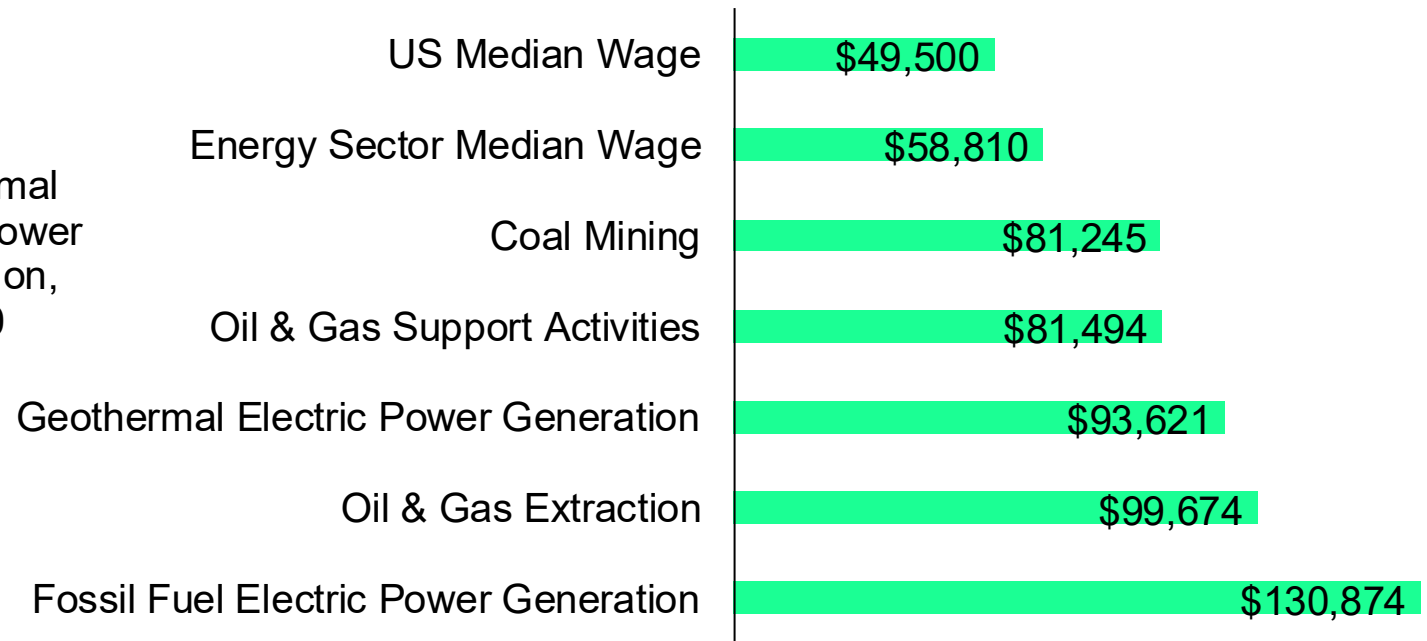


Supporting Competitive Careers

Employment, 2024¹



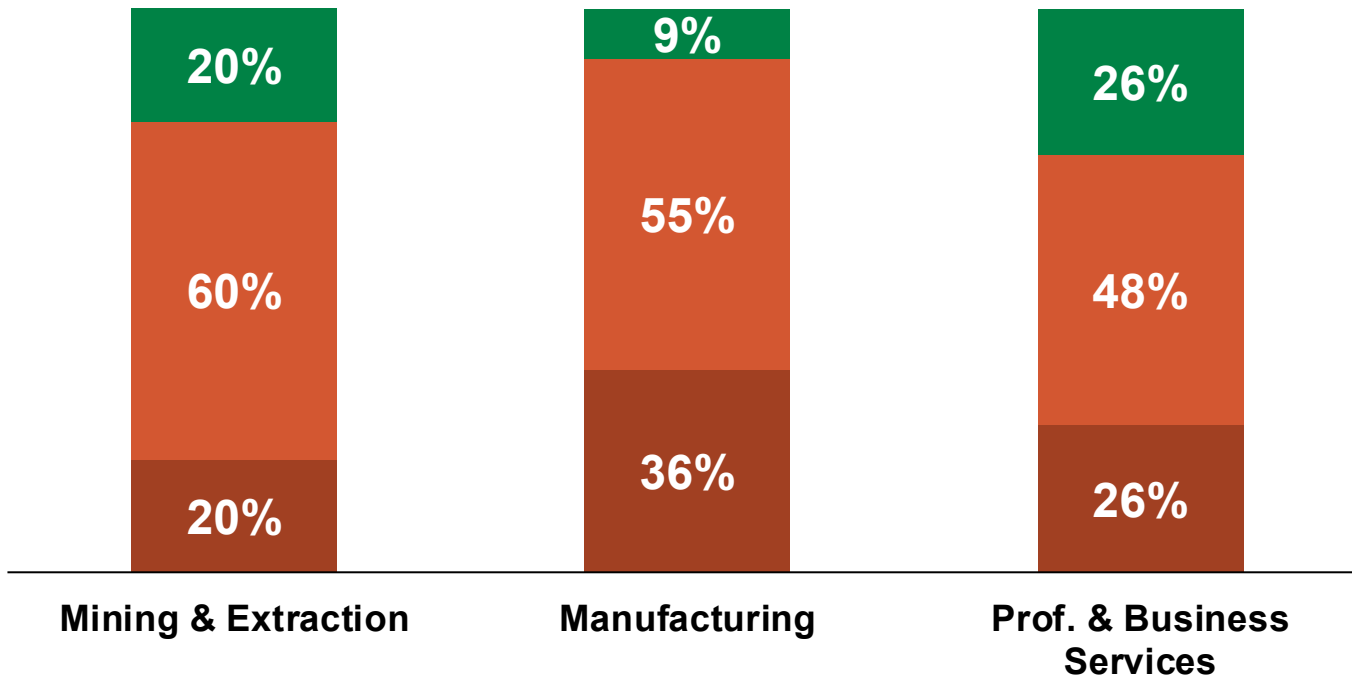
Mean Wages^{1,2}



Training to Boost Career Access

Hiring Difficulty Cited by Fuels Employers¹

■ Very Difficult
 ■ Somewhat Difficult
 ■ Not at all Difficult



Reasons for Hiring Difficulty¹

- Insufficient Qualifications
- Small Applicant Pool
- Lack of Experience, Training, Technical Skills

Most Difficult Occupations to Hire¹

- Sanitation & Maintenance
- Electricians & Construction Workers
- Technicians & Mechanical Support
- Drivers & Dispatchers
- Engineers & Scientists

PACT Initiative - Filling a Gap

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

**About Us:
TechWerx and
the Department
of Energy**



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.

Scan the QR code and visit the TechWerx website to learn more about this Opportunity



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)



Caleb Woodall
Program Manager,
University Training & Research
Hydrocarbons & Geothermal Energy Office



Chelsea Merven
Energy Access Specialist
Office of Indian Energy Policy and Programs

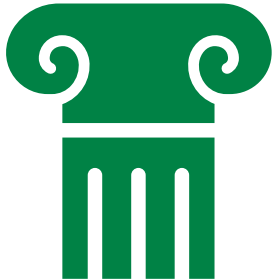
DOE Hydrocarbons & Geothermal Energy Office



University Training and Research Program

DOE Hydrocarbon & Geothermal Energy Office's University Training and Research Program is the primary funder of the PACT opportunity.

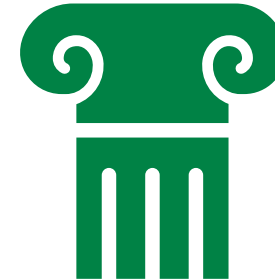
Students



Institutions

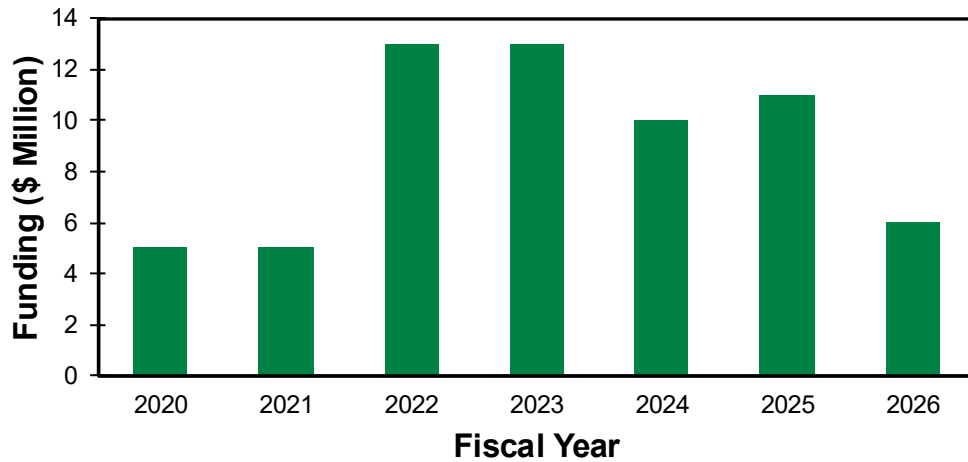


Energy Sector



University Training and Research Program

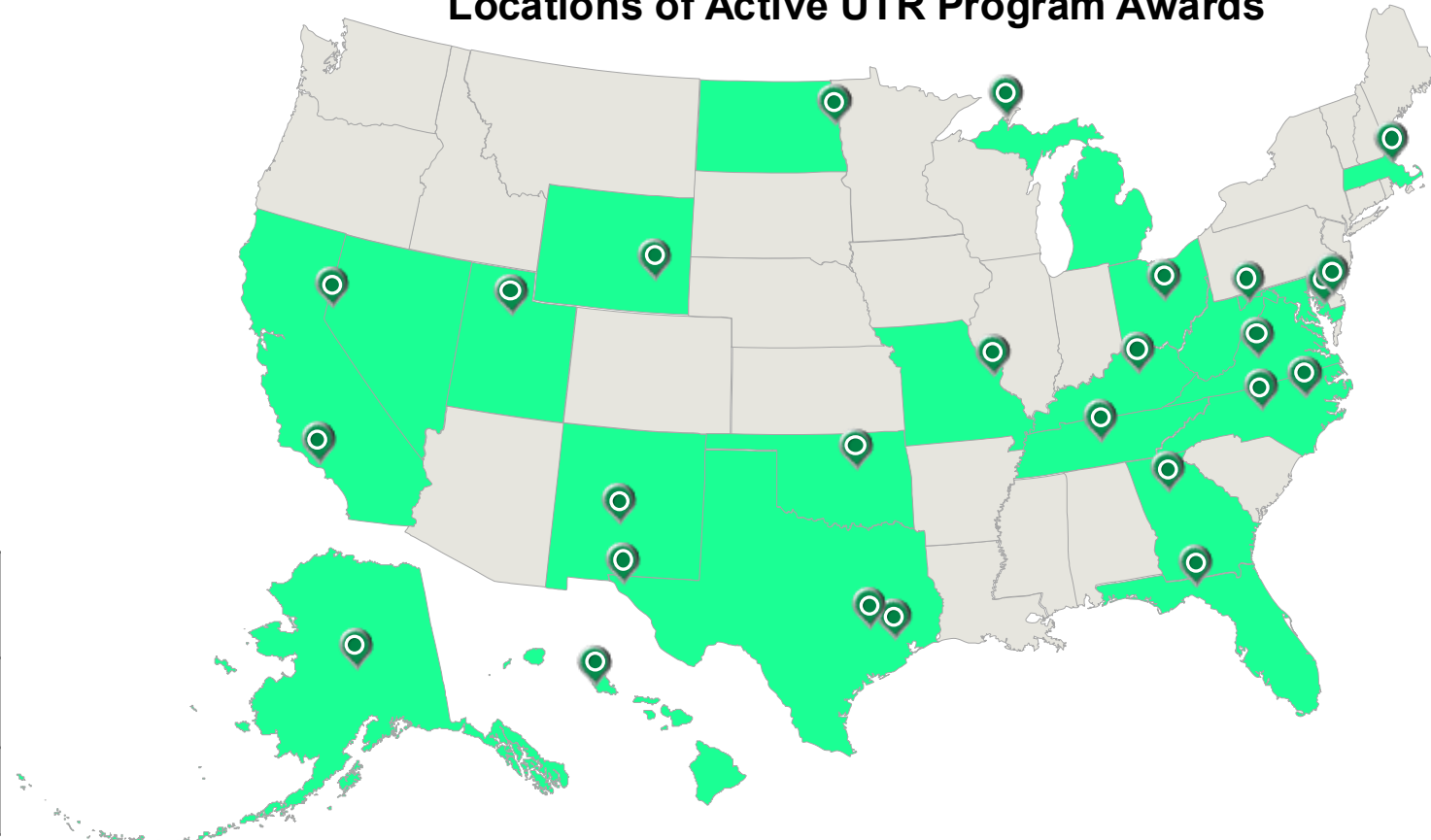
Annual Program Funding



Previous Program Awards

UTR	Awards	Funding	Students Trained
Total (2010-2025)	164	\$62.22 M	572
Active (as of 9/1/2025)	28	\$22.34 M	130

Locations of Active UTR Program Awards



DOE Office of Indian Energy

Our Mission:

- Promote Tribal energy development, efficiency, and use.
- Reduce or stabilize energy costs.
- Enhance and strengthen Tribal energy and economic infrastructure.
- Electrify Indian lands and homes.

Who we Support:

- Indian Tribes, including Tribally Controlled Colleges and Universities.
- Intertribal Organizations.
- Tribal Energy Development Organizations.



Daniel Rich, Mayor of Ouzinkie, leads a tour of the Village off Ouzinkie on **Kodiak, Alaska**. Diesel Power Plant. (Dennis Schroeder / NREL)

DOE Office of Indian Energy - Core Functions

Financial Assistance



Cost-share leveraged grant funding to support tribal energy development

Technical Assistance



No-cost planning, analysis, commerce, and engineering support for successful project outcomes

Capacity Building



Capacity building to enable Tribes to fully participate in unleashing American energy

Opportunity Overview



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.

Example Project Scenarios

Example Project Scenario #1

Lead Applicant: University

Training Program Host Site: Technical College (or other 2-year IHE)

Project Overview: Add certifications for AI and digital skills to existing program for natural gas power plant operators

Topic Area: Enhance (A)

Example Project Scenario #2

Lead Applicant: Trade School

Training Program Host Site: Trade School (or other 2-year IHE)

Project Overview: Establish new apprenticeship program for electricians to support a new enhanced oil recovery (EOR) operation

Topic Area: Establish (B)

Applicants in all scenarios must adhere to additional eligibility requirements and merit review criteria.

Example Project Scenarios (cont.)

Example Project Scenario #3

Lead Applicant: Tribal College

Training Program Host Site: Tribal College

Project Overview: Establish a new GIS certification program to support Tribal energy resource exploration

Topic Area: Establish (B)

*\$2.3M exclusive to TCUs (TCU must be Lead)

Example Project Scenario #4

Lead Applicant: University

Training Program Host Site: Tribal College

Project Overview: Update welding program with advanced automation equipment and techniques for pipefitting

Topic Area: Enhance (A)

*\$9M available to all IHEs

Applicants in all scenarios must adhere to additional eligibility requirements and merit review criteria.

Example Project Scenarios (cont.)

Example Project Scenario #5

Lead Applicant: University

Training Program Host Site: University

Project Overview: Acquire new equipment and develop elective course for petroleum engineering program

Topic Area: **Ineligible - Host site must be 2-year IHE**

Applicants in all scenarios must adhere to additional eligibility requirements and merit review criteria.

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

Phase 1: Planning

Required Activities

- Designing curriculum and stackable credentials using evidence-based training strategies
- Recruiting prospective trainees
- Establishing work placement pathways with industry partners
- Planning for supportive services
- Outlining a program sustainment plan

Optional Activities

(non-exhaustive list)

- Providing training opportunities for instructors or administrative staff
- Acquiring equipment for hands-on training
- Identifying and connecting with stakeholders as additional consortium members
- Development of memoranda of understanding
- Progress towards adopting the Energy and Natural Resources Career Cluster for CTE programs.

Phase 1 Deliverables

- ✓ Action Plan with specific quantitative milestones
- ✓ Participation in working group meetings

Transitioning from Phase 1 to Phase 2

Phase 1 Deliverables

- ✓ Action Plan with specific quantitative milestones
- ✓ Participation in working group meetings

Go/No-Go Criteria

- ✓ Submitting an Action Plan that consists of clear milestones and metrics
 - ✓ Clear milestones to accomplish program goals
 - ✓ Clear metrics that will define program success
- ✓ Successfully completing Phase 1 milestones set in the initial work plan
- ✓ Retaining required entities as consortium members at completion of Phase 1

Phase 2: Execution

Required Activities

- Carry out Action Plan
- Deliver the courses to the first cohort of enrollees
- Administer supportive services to program participants
 - Including support for job placement
- Track key metrics for two years post program implementation

Optional Activities

(non-exhaustive list)

- Offer comprehensive career navigation services to participants
- Continue student recruitment
- Continue other activities initiated in Phase 1

Deliverables

- ✓ Training program that awards at least one industry-recognized stackable credential to participants upon completion
- ✓ Participation in working group meetings
- ✓ Semi-annual report of key metrics:
 - Enrollment rate
 - Retention rate
 - Graduation rate
 - Work placement rate

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.

Budget & Milestone Guidance

01

Create milestones for each partner

Add as many milestones as is necessary to complete the project

02

Add cost for each milestone

03

Provide summary of activities for each milestone (limited to 200 characters)

Activity should be specific, measurable, and relevant to the goals of PACT

04

Provide a subtotal budget for Phase 1 and Phase 2

05

Budget for all partners should add to the total proposed project budget

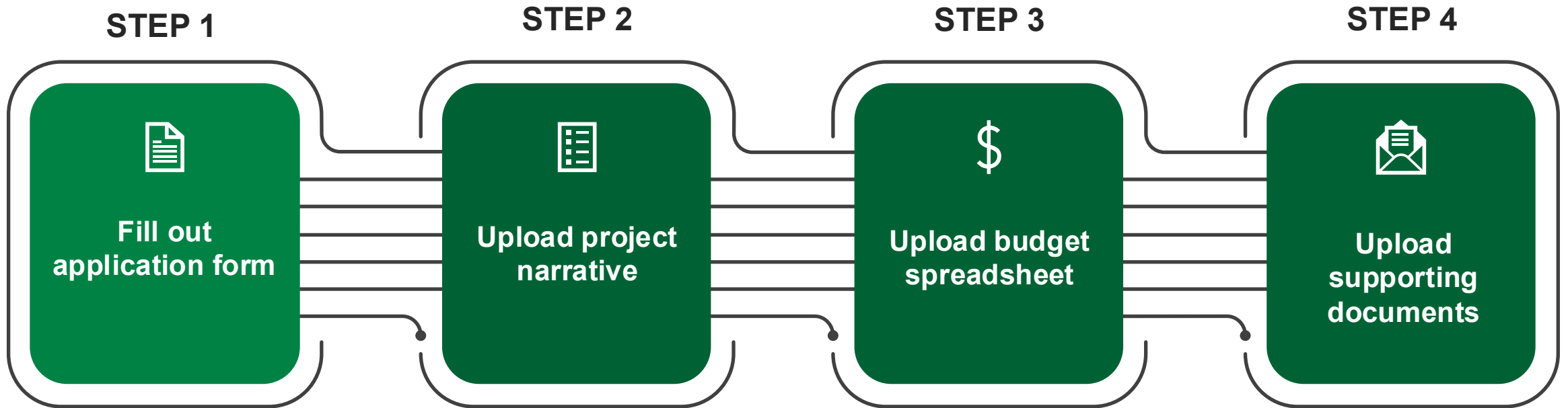


Applicant Name	Forrestal Technical College
Project Title	Testing Budget Spreadsheet Project
Project Timeline	April 2024 - December 2024
Proposed Total Budget	\$1,100,000.00
Proposed Phase 1 Budget	\$550,000.00
Proposed Phase 2 Budget	\$550,000.00

Develop a set of Milestones and Budget for each partner

EXAMPLE Forrestal Technical College		These are only examples and should not be taken as required activities or budget amounts.	
Project Activity / Milestone	Cost Quantity (firm fixed cost)	Timeline of Expenditure	Summary of Activities
Milestone 1: Curriculum Development	\$250,000.00	April 2026 - October 2026	Receive input from consortia members and submit a curriculum summary that cover x, y, and z points
Milestone 2: Student Recruitment	\$100,000.00	August 2026 - December 2026	Attend 3 college fairs and interact with at least 50 students to recruit for enrollment.
Milestone 3: Action Plan Development	\$100,000.00	November 2026 - December 2026	Develop and submit Action Plan with full consortium participation
Phase 1 Subtotal:	\$450,000.00	April - December 2026	
Milestone 4: Course Execution Term 1	\$125,000.00	January 2027 - May 2027	Hold course with at least 10 enrollees with at least a 90% passing rate.
Milestone 5: Course Execution Term 2	\$125,000.00	August 2027 - December 2027	Hold course with at least 10 enrollees with at least a 90% passing rate.
Milestone 6: Reporting	\$100,000.00	January 2027 - December 2028	Report to DOE semi-annually on enrollment, retention, graduation, and job placement rates listed in application.
Phase 2 Subtotal:	\$350,000.00	January 2027 - December 2028	
Organization 1 Subtotal	\$800,000.00		

Application Submission Steps



Tips for a Strong Application

- **Pay close attention** to the merit review criteria and program policy factors
- **Follow the template guidance** as closely as makes sense for your project. This will help reviewers better evaluate your project.
- **Adhere to the priorities of HGEO and IE**, ensuring the proposed program supports coal, oil, natural gas, or geothermal energy industries and (if applicable) energy development in Indian Country.
- **Clearly communicate the demand for jobs** in your identified technology area and how the proposed program will fill a gap in that job training landscape
- **Don't wait until the last minute to submit!**

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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