

# Get Into Energy Career Pathways Low Income Young Adults

## Lessons Learned and Project Summary

Center For  
**ENERGY**   
Workforce Development

The Center for Energy Workforce Development (CEWD) was awarded a grant by the Bill & Melinda Gates Foundation in August 2010, to pilot specific components of the Get Into Energy Career Pathways (GIECP) model in eight states. The grant funded the development and implementation of a student support system and industry-recognized postsecondary credentials specifically focused on low income young adults (LIYA) ages 16-26 over a three-year period. Our hypothesis was that a focused system of assessments, credentials, coaching, and monitoring implemented by State Energy Workforce Consortia will improve the efficiency and effectiveness of moving LIYA into energy careers. What we learned:

1. Companies do not identify LIYA in their workforce plans like other demographics; the business case for supporting LIYA may be about economic development.
2. Companies hire the most competitive candidates, so maximum effort needs to be put into helping LIYA become competitive for entering education and getting the job.
3. Coaches are critical to the process.
4. Planning and advising needs to extend from interest to post-hire; just advising on education is not enough—more time should be spent on preparing for education and preparing for careers.
5. Most pipeline organizations are focused on short-term training for immediate job placement; they are not equipped to provide services for longer-term education and pathway support.
6. Job fit is critical; the initial screening process needs to be geared toward specific job requirements and then the best education pathway.
7. Curriculum, from foundation to job-specific, needs to be bundled into smaller components with credentials that are transferrable and stackable.
8. The earlier LIYA are engaged, the better; high school programs need to be linked to career pathways.
9. LIYA are transient, and difficult to find once they have dropped out of the system.
10. It truly takes a village (consortia).

#### Recommendations:

- Establish the business case and ensure responsibilities of industry, education, and support organizations are understood and then reinforced with transitions.
- Recruit LIYA into specific programs of study so that academic, financial, and support requirements are clear.
- Hire career coaches who can stay with the student from interest to post-hire and are passionate about meeting the needs of this population.
- Meet LIYA where they are; financial, education, and support services needs are different for each person.
- Establish a defined path between education programs, credentials, specific jobs, and career paths so students can move in and out of education without losing momentum.

### Project Statistics

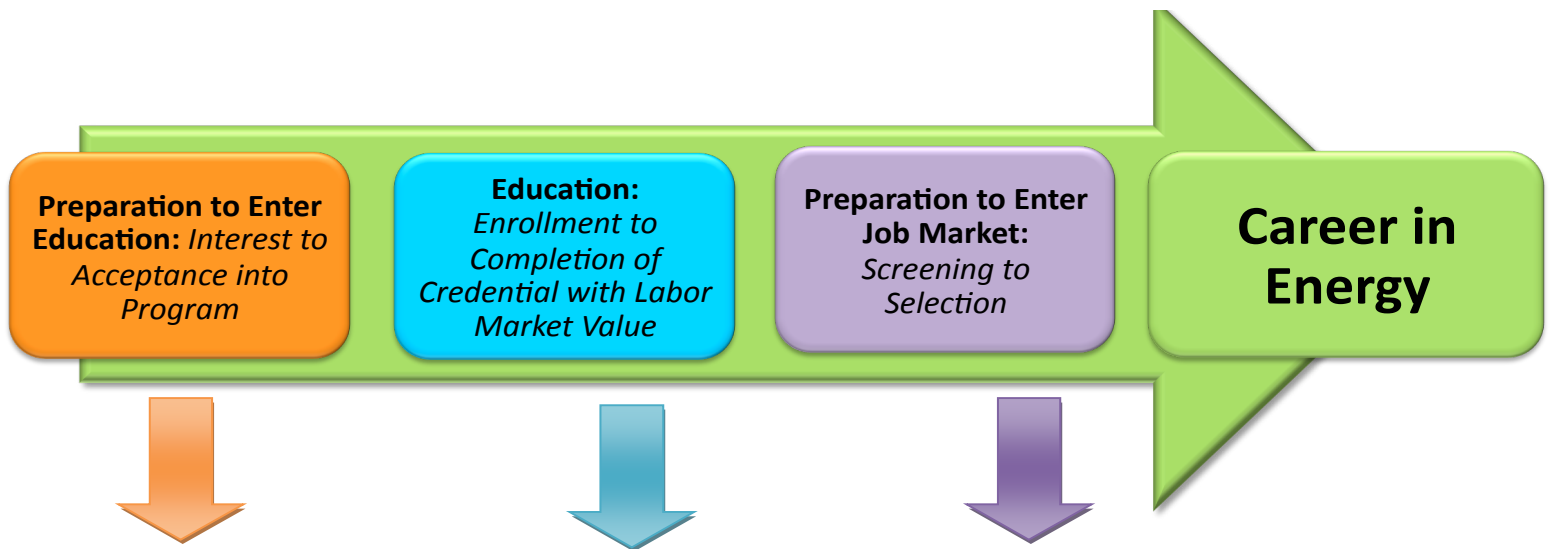
No. of students enrolled in the process	1,037
No. of students completing energy education programs	407
No. of additional technical credentials awarded (Tiers 6-8)	728
No. of additional Tiers 1-5 credentials	858
No. of students currently enrolled	216
No. of students hired (47%)	192

### Program Statistics

Program	Graduates	Additional Technical Credentials Awarded	Currently Enrolled
<b>Lineworker Boot Camp Certificates</b>	218	195	6
<b>Natural Gas Technician/Welding Certificates</b>	36		14
<b>AAS Degrees in Power Technology</b>	34	176	25
<b>Nuclear Workforce Initiative Certificates</b>	27	35	7
<b>- 60% of these graduates enrolled in an energy-related degree program</b>			16
<b>Certificate/AAS Degrees for Utility Technician</b>	37	129	33
<b>High School Academy</b>	25	193	115
<b>Students completing short term programs/awarded credentials</b>	30		



## Tools Created



### Preparation to Enter Education:

- Get Into Energy Career Pathways Booklet
- Career Coach Job Description
- Career Coaching Handbook and Training Webinar
- Career Coaching Checklist—Step by Step Process Overview
- Career and Support Services Plan Template
- Career Coaches Questions and Answers Sheet
- Career Pathways Referral Form for Construction and Manufacturing
- Career Pathways Intake Interview Template
- Case Managers and Guidance Counselors Flyer
- Young Adults Outreach Brochure
- Training Plan for Career Coaches
- Interactive Career Pathway Road Maps, for in-demand energy jobs
- Energy Industry Employability Skills Assessment
- National Career Readiness Credential Overview
- Work Readiness Credentials Overview

### Education:

- Energy Industry Fundamentals Overview
- Energy Industry Fundamentals Provider Handbook and Application
- Energy Industry Fundamentals Program Marketing Piece for Schools
- Energy Industry Fundamentals Program, including instructor guide, presentation materials, quizzes, student workbook, and online modules
- Math Boot Camp, including program materials, instructor guide, presentation materials, quizzes, student workbook, and resources
- Lineworker Boot Camp Curriculum Outline
- CEWD/AACC Toolkit on Navigating Community College Academic Culture

### Preparation to Enter Job Market:

- Workplace Skills Program, including instructor guide and student guide
- Pre-Employment Testing Summary
- Edison Electric Institute Practice Test Toolkit
- Pipeline Referral Process
- Pipeline Organization Referral Form and Template

*“Students engaged in the program have a clear path to develop recognized industry credentials and college credits that jumpstart their training program toward skills currently in demand. At least 95% of the students engaged in programs to date knew nothing of their local career opportunities in this realm prior to entering the program. To date, 15 at-risk young adults who never considered entering college have enrolled in college programs after attending NWI Academies and are developing skills for local careers. Not including college credits, 65 industry-recognized credentials were earned by the students.”*

*From SRSCRO in Georgia on Nuclear Workforce Initiatives (NWI) Academy*



To find tools and more information on the Get Into Energy Career Pathways for Low Income Young Adults, please visit [www.cewd.org](http://www.cewd.org).



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