



# National Forum: State Energy Workforce Consortia

August 15, 2012

# Welcome

Craig Barrs, EVP, External Affairs, Georgia Power Company

Susan Story, President and CEO, Southern Company Services, Inc., and  
CEWD Board Chair

Penny Manuel, EVP, Engineering & Construction Services, Southern  
Company Services Inc, CEWD Executive Council Chair



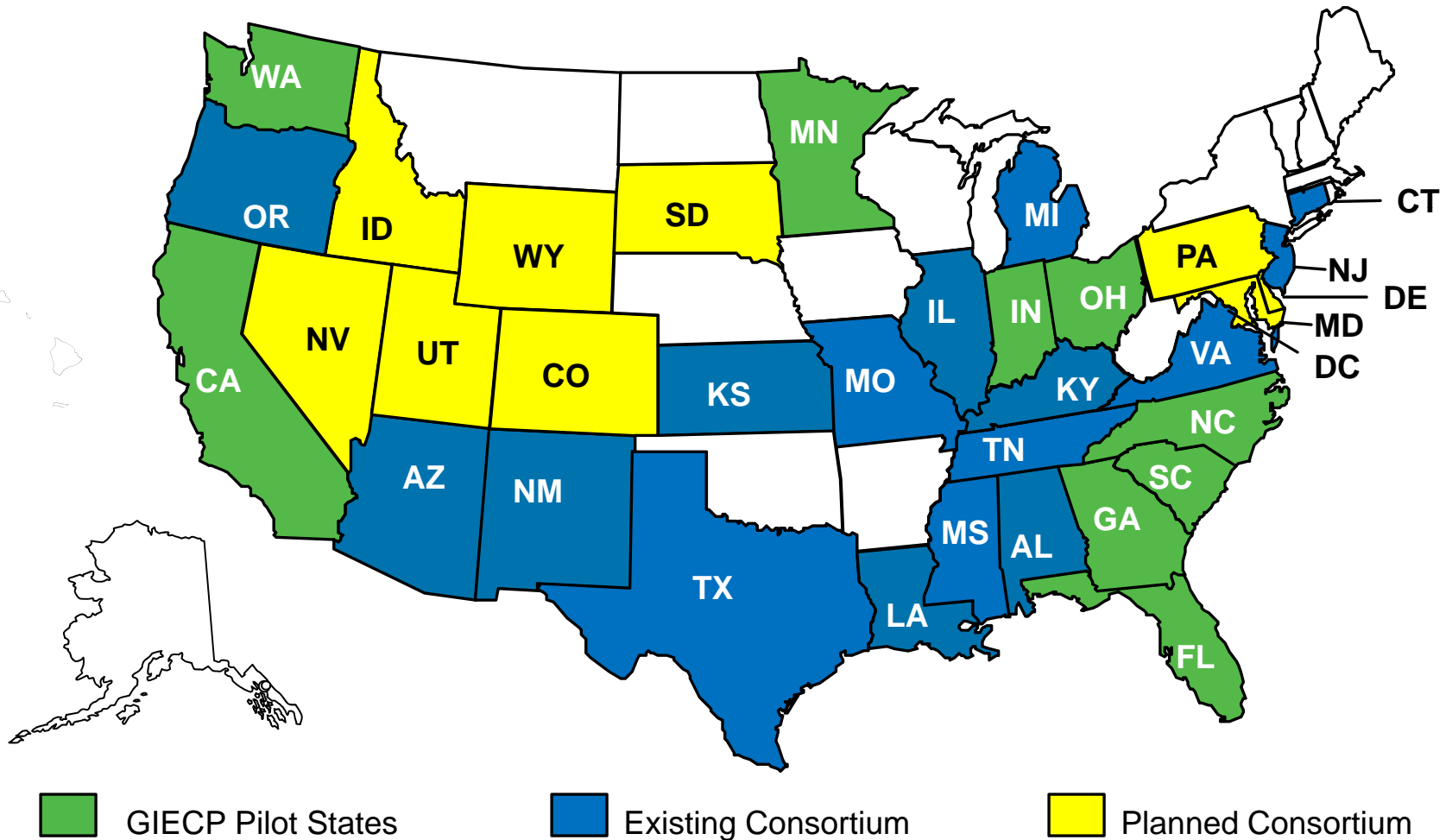


# What's Happening at the National Level

Ann Randazzo, CEWD



# State Energy Workforce Consortia



# New Resources for State Consortia

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- CEWD Curriculum site  
<http://www.cewd.org/curriculum/>
- WordPress Template for website
- Checklist for strategic planning
- Workforce Demand Reports for each state
- Energy Career Cluster Toolkit

# Potential Replacements by 2020

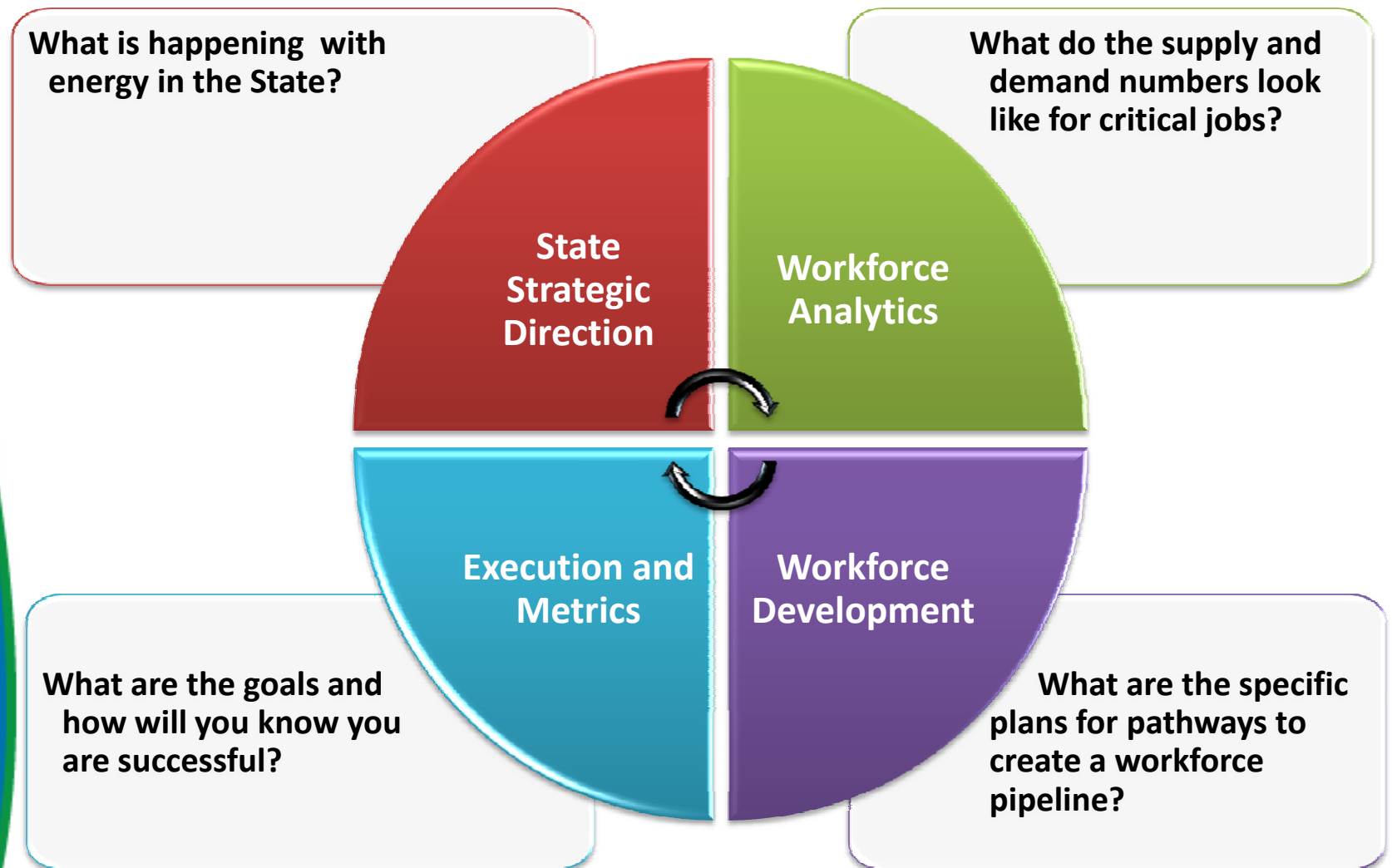
Job Category	Potential Replacements 2010 - 2015		Potential Replacements 2015 - 2020	
	Potential Attrition & Retirement	Estimated Number of Replacements	Potential Retirement	Estimated Number of Replacements
Lineworkers	32%	22,100	15%	10,300
Technicians	39%	28,500	19%	13,500
Plant Operators	37%	12,400	17%	5,800
Engineers	38%	10,600	15%	4,100
<b>Total</b>	<b>36%</b>	<b>73,600</b>	<b>16%</b>	<b>33,700</b>
<i>Totals exclude Nuclear</i>				

# Essential Elements of Strategic Workforce Planning





# Strategic Workforce Planning for State Consortia





# State Strategic Direction

## Game Changers

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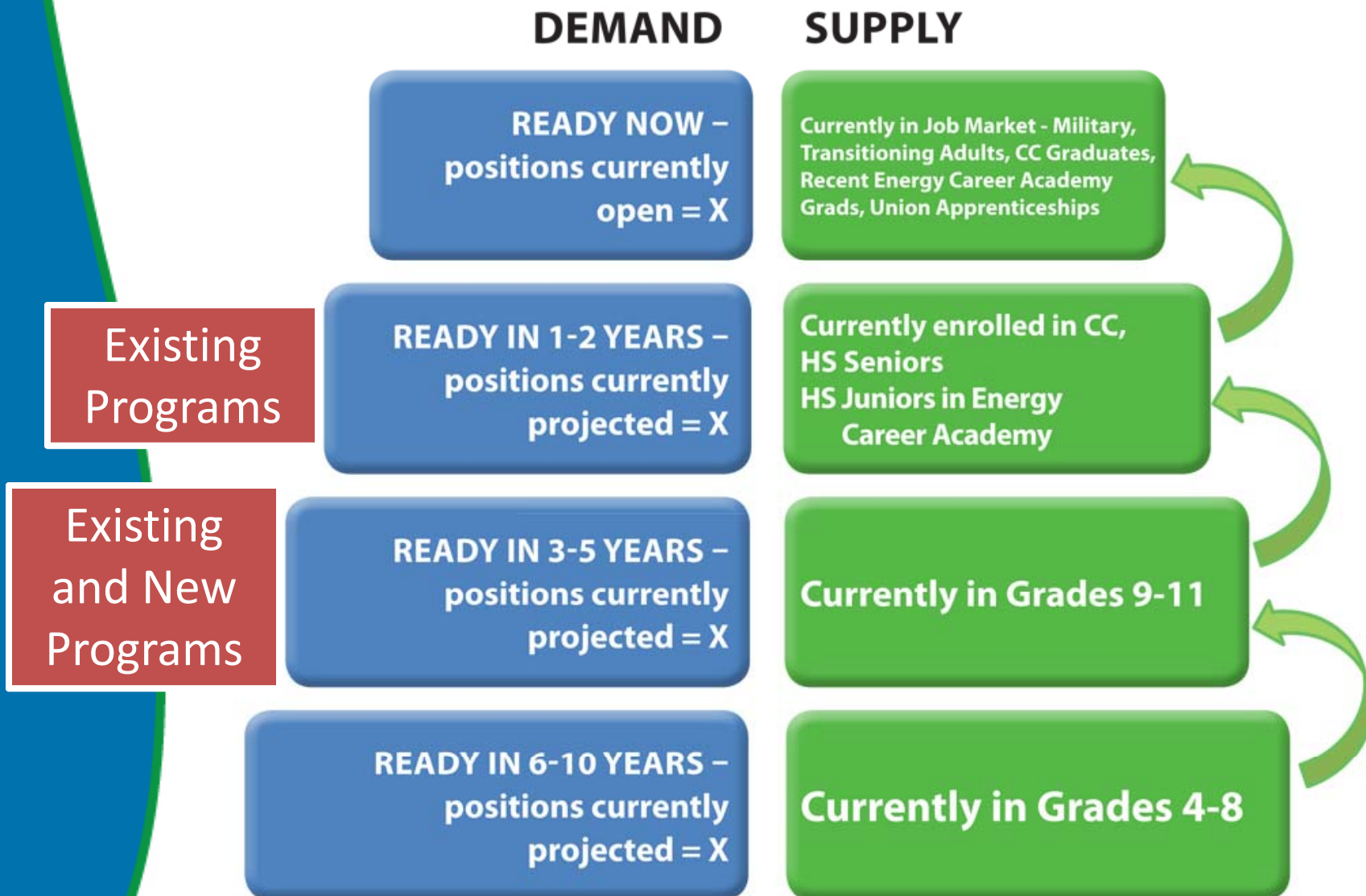
### External

- Grid Modernization
- Generation Mix / Carbon Management
- Economy / State Growth
- Regulation / Policy changes
- Education

### Internal

- Mergers / Acquisitions
- Outsourcing

# Balancing Supply and Demand for Energy Technicians



Demand	Source	Youth	Low Income Young Adults	Military	Women	Transitioning Adults
Current Openings	In Job Market now					

**Green Blocks** are prime candidates for demand

**Yellow Blocks** are secondary candidates for demand

Demand	Source	Youth	Low Income Young Adults	Military	Women	Transitioning Adults
Current Openings	In Job Market now	Grey	Yellow	Green	Yellow	Green
1 -2 Years	Last 2 years of School – CC or HS	Green	Green	Green	Green	Yellow

**Green Blocks** are prime candidates for demand

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Current Openings	In Job Market now	Grey	Yellow	Green	Yellow	Green
1 -2 Years	Last 2 years of School – CC or HS	Green	Green	Green	Green	Yellow
3-5 Years	Community College or High School	Green	Green	Grey	Green	Grey

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1 -2 Years	Last 2 years of School – CC or HS	Green	Green	Green	Green	Yellow
3-5 Years	Community College or High School	Green	Green	Grey	Green	Grey
6-10 Years	Elementary / Middle School	Green	Green	Grey	Green	Grey

**Green Blocks** are prime candidates for demand

**Yellow Blocks** are secondary candidates for demand

# 2012 Workforce Planning Metrics (sample data)

## Metrics Dashboard

### Hires

**2934** Actual Hires



1240 Experienced

1694 Entry-level

**2357.2** Forecasted Hires

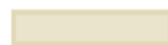


1164.8 Experienced

1192.4 Entry-level

### Pipeline

**899** Currently Enrolled



**530** Will Finish in 2012



### Pre-Employment Pass Rate

**34%**

### Attrition



3% Retirement Attrition

2% Other Attrition

95% Remainder

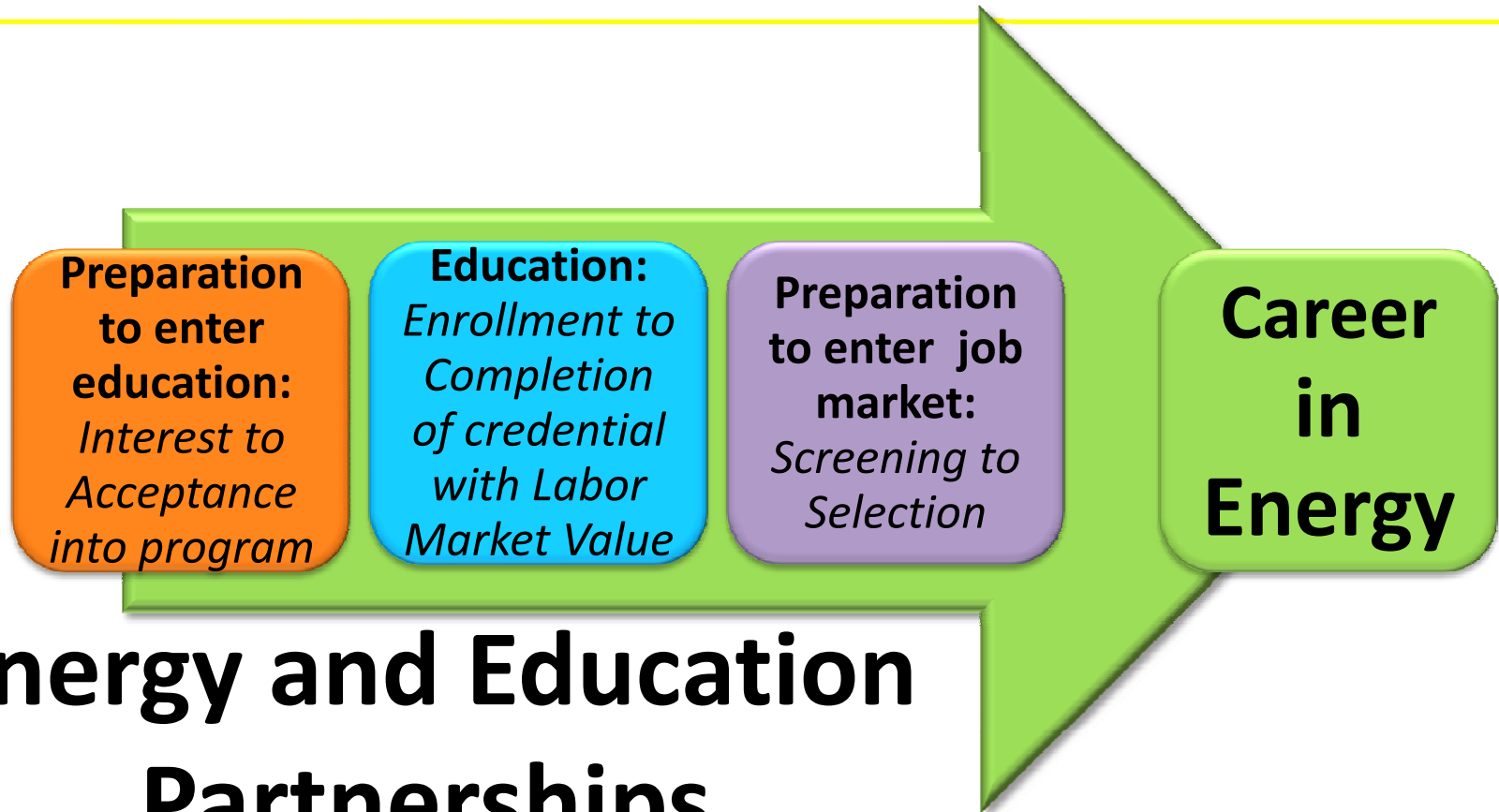
# GIECP: Low Income Young Adults

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- **Project Involvement:** 9 states, 32 Utilities, 33 Post secondary Institutions, 3 Secondary Institutions, 1 University
- **Key facts to date:** 172 coaches trained, 3,369 Students recruited, 807 industry credentials
- **Forecast:** 659 students completing post secondary certificate or degree



# Student Path to Success



## Energy and Education Partnerships

# **GIECP: Troops to Energy Jobs**

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- **Current focus at company level; will move to state level**
- **Resources currently available to members**
- **Adapting Troops website and process**

# GIECP

## Troops to Energy Jobs



# Get Into Energy: Women

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- Utilizes Get Into Energy Career Pathways Model
- Starts with WISE Pathways workshop
- Integrates career coaching and mentoring
- Need state or consortium willing to pilot



# Joyce Foundation Grant

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- The grant will fund an initiative in Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin
- Focus will be on the:
  - key area of success for a strong energy workforce consortium,
  - the development of a comprehensive strategic plan that balances supply with demand,
  - sustainable alliances and partnerships to implement the plan,
  - and a defined career pathway for key jobs.
- Will use existing staff and expert partners to develop material and provide support and will hire a project manager for the initiative to provide ongoing technical assistance over the two year period.
- Each of the six state consortia will be assessed and a state level work plan developed in partnership with the industry leads to address the individual needs in each of the six states.

# How Did You Do That? Best Practices and Programs to Share



# Governor's Energy Summit – Virginia's Story

Ann Randazzo, CEWD





# Arizona Consortium Workforce Planning

Ann Adams, Arizona Public Service



# Arizona's Energy Industry

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- Three largest utilities:

Arizona Public Service



Salt River Project



UniSource Energy Corporation



- Industry serves as major driver of state economy due to direct impact of:
  - Employment
  - Taxes
  - Charitable giving



Power provider to more than **1 million customers**

Over 6,500 employees

Generating capacity of 6,300 megawatts, with delivery system of 33,000 square miles

Largest electric utility in Arizona and state's largest taxpayer

Operates nation's largest nuclear generating station

2011 Arizona Public Service	
Financial Summary (millions)	
Operating Revenues	\$3,241
Operating Expenses	\$1,485
Operating Income	\$747
Total Tax	\$407.60
Net Income	\$285.50

APS 2011 Charitable Giving	
(Thousands)	
Arts & Culture	\$576.5
Civic	\$1,140.5
Economic Development	\$636
Educational	\$2,764.5
Environmental	\$205.2
Health Services	\$283.3
Human Services	\$2,196.5
Total Giving	\$7,802.5

APS donated \$7.8 million in its communities last year.

Employees and families volunteer **150,000 hours** per year in their communities, equal to **\$3 million**

*Overall annual direct and indirect economic impact of APS in Arizona: **\$3.4 billion** (2010 study by L. William Seidman Research Institute)*







Power and water provider to nearly **1 million customers**

Over 4,000 employees

Generating capacity of 5,500 megawatts, with electric service area of nearly 3,000 square miles and water service of over 375 square miles

*SRP and APS together provide virtually all electric power to the Phoenix Metropolitan Area. Phoenix is U.S.' sixth largest city.*

Nation's third-largest public power utility and one of Arizona's largest water suppliers

2011 Salt River Project	
Financial Summary (Thousands)	
Total Operating Revenues	\$2,762,531
Total Operating Expenses	\$2,359,584
Total Taxes	\$105,054
Net Revenues	\$304.55

SRP 2011 Charitable Giving	
(Thousands)	
Arts & Culture	\$611
Civic	\$305
Education	\$769
Environment	\$102
Health & Human Services	\$1,416
Total Giving	\$3,202

SRP donated \$3.2 million to area nonprofits in 2011. Employees volunteered 700,000 hours last year in their communities, averaging 3.3 volunteer hours per week





## UNS Energy Corp.

Provides electricity and natural gas to over **600,000 customers**

Employs 2,000

Generating capacity of 2,500 megawatts, with electric service area of 9,000 square miles and natural gas service over 55,000 square miles

Subsidiaries:

- Tucson Electric Power (TEP)
- UniSource Energy Services (UES)



Second-largest investor-owned utility in Arizona, with consolidated assets of approximately \$4 billion

### 2010 UniSource Energy Corporation

#### Financial Summary (Thousands)

Total Operating Revenues	\$1,453,677
Total Operating Expenses	\$1,156,725
Operating Income	\$296,952
Income Tax Expense	\$78,266
Net Income	\$111,477

### UniSource Energy Corporation

#### Community Support

Volunteer Hours Contributed by Employees, Friends and Family	54,491
Employee Volunteers	847
Employees Serving on Community Group Boards and Committees	119
Direct Contributions to Community Groups and Scholarship Funds	\$1,567,399
In-Kind Contributions Supporting Employee Volunteers	\$62,159

In 2011, TEP contributed more than \$1.2 million to Southern Arizona communities

TEP employees joined friends and family to contribute 36,000 hours to nearly 400 nonprofit agencies in Southern Arizona



# Summary

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Combined direct economic impact on Arizona's economy:

Customers: 2.6 million

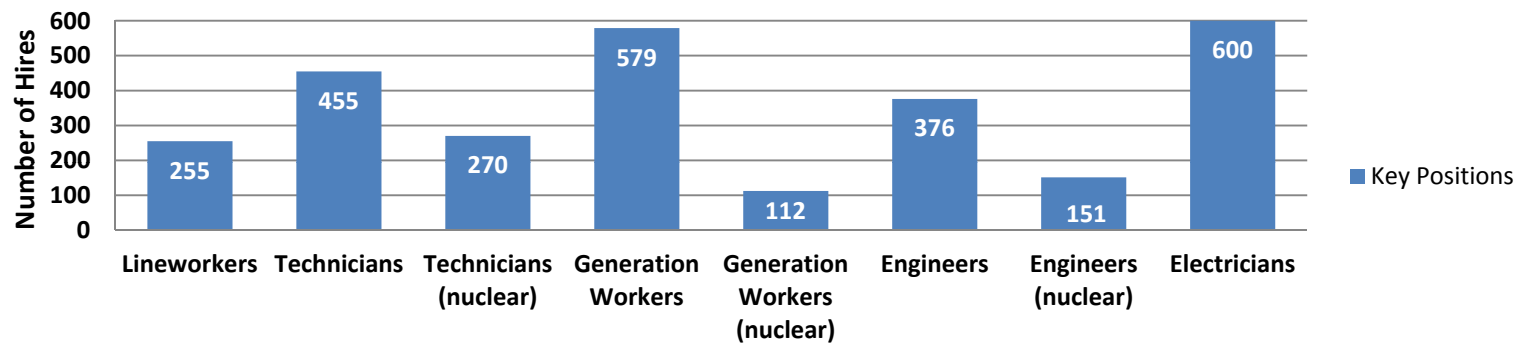
Employees: 12,500

Annual Taxes: \$591 million

Annual Charitable Giving: \$12.6 million

# 2,800 Energy Jobs to Fill over Next Five Years

**Arizona Energy Industry**  
Hiring Projections Through 2017



- More than 50% of Arizona's energy workforce will be eligible to retire over next five years.
- By 2017, Arizona's energy industry needs talent to fill nearly 2,800 key positions.
- Arizona energy consortium has applied for federal grant to expand energy career education and training.
- Consortium industry partners: Arizona Public Service / Palo Verde Nuclear Generating Station, Tucson Electric Power, Salt River Project, Arizona Rural Cooperatives, Freeport McMoRan Copper and Gold, ASARCO

# Career Awareness Efforts in Connecticut

Judy Resnick, CBIA & Joe Ryzewski, United Illuminating Co.







# Overview

- Formation
  - Shared Vision
  - Common Mission
- Organizational Structure
  - Leadership
  - Committees
- Plans
  - Initiatives







# Highlights

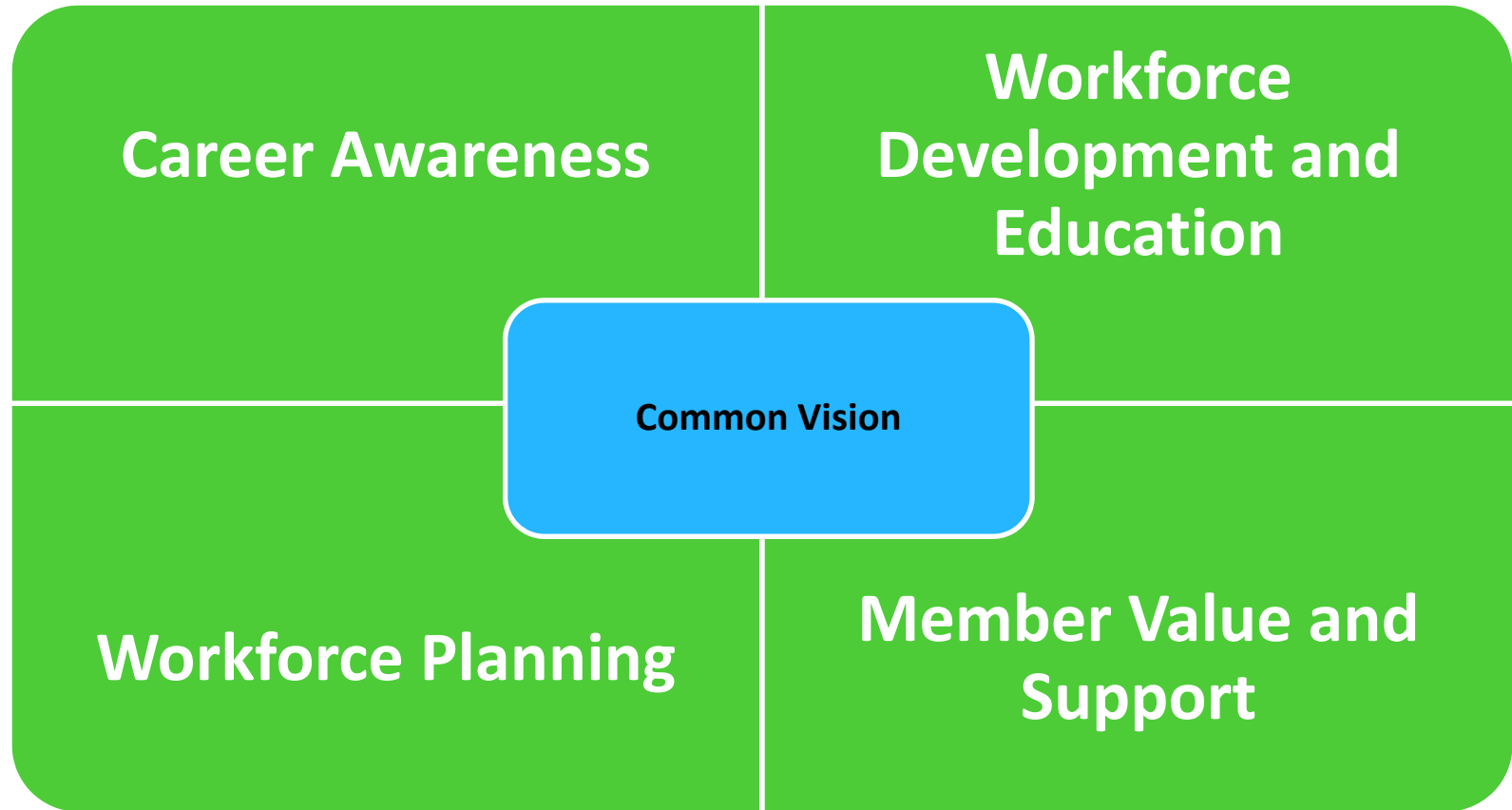
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**Established:** In 2009, a Consortium of energy related businesses, academic and government representatives in Connecticut.

**Mission Statement:** We seek to ensure that a skilled workforce exists to meet the needs and promote the growth of traditional energy, renewable energy and energy efficiency related businesses.



# Build the alliances, processes, and tools to develop tomorrow's energy workforce



3/5/09 Draft

**Steering  
Committee**

Mission & Charter

Facilitate

Report

**Membership**

Education

Industry/Business

Government  
Agencies

**Committee  
Career Awareness &  
Communication**

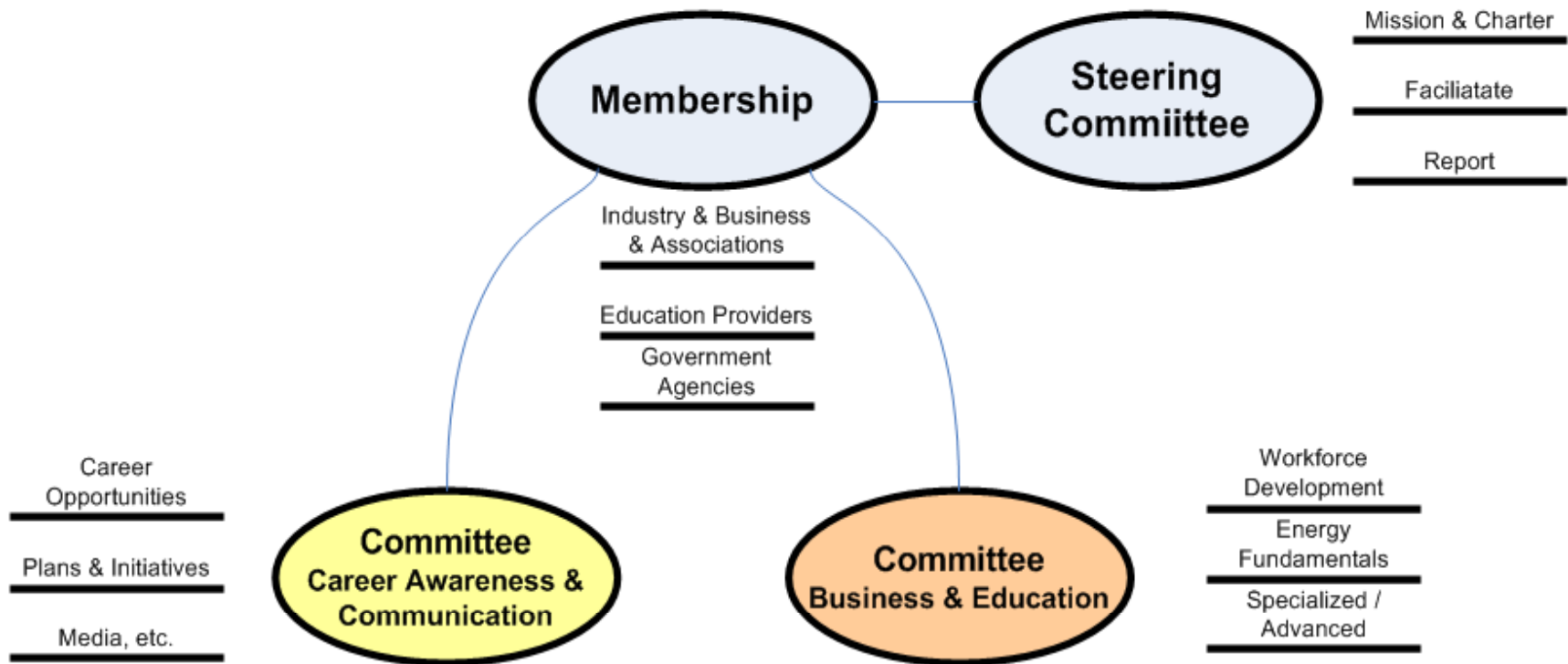
**Committee  
Traditional Energy**

**Committee  
Emerging / Green  
Technology**

**Committee  
Etc. TBD**

# CT Energy Workforce Development Consortium

8/4/12 rev



# Initiatives & Activities

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- Connecticut Green Jobs Partnership
- CTEWDC Website
- Workforce Solutions Collaborative of MetroHartford
- CAEL/EPCE/DOE Grant
  - Community College Electric Power Technology Program
  - High School Program
- Eastern Workforce Investment Board (EWIB) Energy Industry Certificate Program



Join us today, [click here](#).  
Already a member? [Log in now](#).

## Welcome

Get Into Energy CT is the website of the Connecticut Energy Workforce Development Consortium (CTEWDC), a public-private partnership of representatives from energy-related businesses, government, and academia.

Get Into Energy CT is a resource for

- energy companies developing and expanding their talent pool
- students and jobseekers exploring energy careers, scholarships, and training
- teachers seeking to broaden students' understanding of concepts and career pathways in energy and green technology

Our mission is to meet the evolving workforce needs of Connecticut's traditional and alternative energy suppliers and energy efficiency companies.

## Latest News

[View blog](#)

[READER SUBMITTED: Collaborative Awards Prepare Workers For Local Jobs](#)

*Posted 4 days ago*

[Collaborative Awards Prepare Workers for Local Jobs](#)

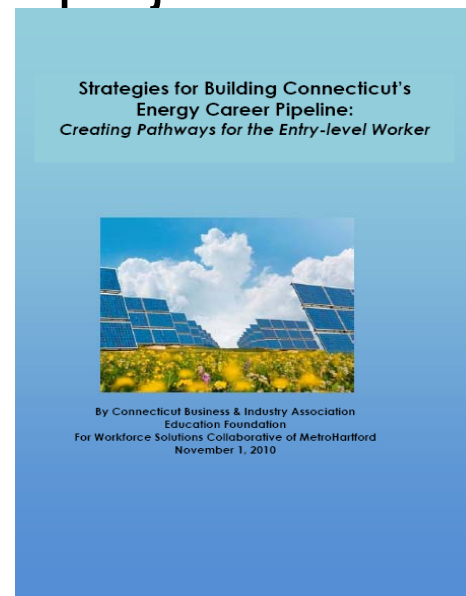
*Posted 4 days ago*

[DELEGATION ANNOUNCES OVER \\$4 MILLION IN FEDERAL FUNDS COMING TO UTO TO HELP DEVELOP](#)



# Workforce Programs

- **Workforce Solutions Collaborative**
  - Focus on entry-level individuals
  - Energy/Utilities Workforce Partnership
  - Planning grant to study job projections and business needs for energy sector



# Workforce Programs

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- **Workforce Solutions Collaborative Implementation Grant**
  - Phase I
    - Academic Skills Enhancement for Energy Careers Program (NCRC, CAST preparation, 6 weeks)
    - Electric/Gas Utility Worker Training Program (10 weeks)
  - Phase II
    - 2 Additional Academic Skills Enhancement Programs
      - Work experience
      - Related incumbent worker skills upgrades

# Electric Power Technology Program

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- DOE/CAEL/EPCE/CL&P
- Partnership with CT Community Colleges
- Electric Power Technology Program, A.S. in Technology Studies
- 45 credits general education courses and with 22 credits of online Bismarck State College courses
- Partial scholarship and 4 internship experiences

# “Light Up Your Future” High School Program

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- DOE/CAEL/CL&P/EPCE/CBIA
- Goal – develop talent pipeline for industry
- Online electricity/power courses through Virtual High School
- Students participate in a 4-week internship program
- Teacher externships (NSF ITEST Grant)
- Leveraged funding

# EWIB Energy Industry Certificate Program

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- Non-credit career exploration courses
- Online Electric Power Technology college credit courses through Bismarck State College
- Credit courses transfer to AAS Degree in Electric Power Technology

# Future Plans & Ideas



- Consortium “A Centerpiece”
  - Provides members with information about what is going on and what’s planned by others
- Website
  - A communication resource highlighting the Consortium and related activities and reports
- Network
  - Engage in opportunities to collaborate and learn from others of emerging interests and needs





# Questions?



National Forum: State Energy Workforce Consortia



# Energy Career Clusters

Lynn Moore, Indiana Consortium



# Indiana Energy Consortium Goals

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- Spring 2011, IEC revised Consortia Charter to seek a more diverse candidate pool and expand our youth recruitment strategies to meet IEC and GIECP goals along with member initiatives.

- IEC connecting with Youth Organizations

JAG – Jobs for America’s Graduates – 700 High Schools

Classroom Visits and Get Into Energy Contest

Skills USA - 72 Chapters Statewide

National Skills and Leadership Competition Participation

AABE – American Association of Blacks in Energy

Introduction to find mutual benefit

NHSMBA – National Society of Hispanic MBAs

Project Stepping Stone (PSS) college-prep program



# IN DOE Energy Career Cluster

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- Indiana Association of Career and Technical Center Directors (IACTED) approached the IEC to seek partnerships in education.

- Several have offered to pilot Energy Technology courses for dual credit in partnership with Ivy Tech.
- Suggested we approach DOE to request they create an Energy Career Cluster

- IN DOE had combined clusters to 12 Pathways:

Agriculture

Arts, AV Technology & Communication

Education & Training

Hospitality & Human Services

Manufacturing

Career & Technical Education Home

Architecture & Construction

Business & Marketing

Health Science

Information Technology

Public Safety

Transportation

# IN DOE Energy Career Cluster

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- We invited ourselves to meet with DOE
  - Letter from IEC partners and overview of Get Into Energy Career Pathways program materials
- One meeting with DOE and we were on our way!
  - Developed an Energy Career Pathways Proposal
    - Stress the need for a defined pathway
    - Prove number of jobs waiting at the end of education pathway
    - Demonstrate successful partnerships with Ivy Tech and their regional campuses
    - Demonstrate current interest by IACTED members
    - Share current youth partnerships
    - Illustrate state plan for attracting and then directing students to convenient program locations
    - Stress the importance for affordable education

- IN DOE to review our proposal on August 21, 2012.



National Forum: State Energy Workforce Consortia



# Proposed Curriculum

Indiana College and Career Pathway Plan – State Model									
Cluster:					Concentration:				
Career Pathway:									
<b>Core 40 with Honors High School Graduation Plan*</b>									
*This is a SAMPLE plan for schools to use in planning. Course sequences and grade level in which courses are offered may vary according to local policies, practices and resources.									
SECONDARY	Grade	English/ Language Arts	Math	Science	Health/PE Social Studies	CTE/Career Preparation Courses for this Pathway		Other Elective Courses for this Pathway	
	9	English 9	Algebra I	Biology	Health & Wellness/ Physical Ed	Preparing for College & Careers;		Computer Applications, Personal Financial Responsibility	World Language
	10	English 10	Geometry	Chemistry	Geography/History of the World or World History/Civilization	Discovering Business and Management	ENRG 100 Energy Industry Fundamentals		World Language
	11	English 11	Algebra II	3 <sup>rd</sup> Core 40 Science	US History	<b>**Energy Technology I</b>			World Language
	12	English 12	Math or Quantitative Reasoning		Government Economics	<b>**Energy Technology II</b>			Fine Arts
State specified Pathway Assessments:									
Industry Recognized Certification:									



# Proposed Curriculum

- Postsecondary Courses - Dual Credit

Postsecondary Courses Aligned for Potential Dual Credit**	
**See individual Course Frameworks for alignment of high school course standards and postsecondary course objectives	
Ivy Tech Community College	Vincennes University
IVYT 120 New Student seminar INDT 102 Introduction to Print Reading INDT 106 Introduction to Workplace Safety INDT 113 Basic Electricity COMM 101 Public Speaking MATH 137 Trigonometry with Analytic Geometry INDT 103 Motors and Motor Controls PPTC 101 Power Plant fundamentals ENRG 107 Transmission and Distribution of Electric NGAS 203 Natural Gas Regulatory & Compliance Issues	

# Progress with DOE

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DOE discussions resulted in submitting a recommendation to the CTE Advisory Committee to create an Energy Pathway to the CTE Advisory Meeting on August 21, 2012.

Based on their decision, a recommendation will be made to the State Board of Education for review by Dr. Bennett's staff.

Area Career Centers are eager and are already volunteering to pilot this project across the state.

# Possible Developments

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- This will definitely expand our recruiting efforts across the state.

*IACTED currently has 47 member districts representing over 95% of Indiana's public school corporations. Nine Program of Work committees address the key issues for the over 190,000 high school students enrolled in career and technical education programs.*

- This could lead to further partnership discussions in developing training for teachers in the Energy Industry Fundamentals curriculum at many levels.
- Energy Career pathways will enable counselors and teachers to share Energy Careers statewide.

# Energy Career Clusters

Debra Howell, Georgia Power Company



# Energy Career Cluster – Georgia Energy and Industrial Construction Consortium

- Understand Important Education Legislation in Georgia
  - HB 186, No Child Left Behind Waiver and College and Career Readiness Performance index
- Began discussions as a GEICC Executive Team need for Energy Pathway - Decision was made to move forward - Developed a team as a sub set of our Policy and Education Committee
- Importance of relationships with State Education
  - GEICC Executive Committee met with State School Superintendent, Dr. John Barge, discussed needs and gaps for the energy industry in regards to career pathways
  - Dr. Barge assigned an internal team to work with us to develop the pathway
  - Ga DOE hosted an industry meeting for all 17 CTAE Clusters – Energy Pathway discussion began in fall 2011.
- Began working with Georgia Department of Education and Technical College System of Georgia
  - 17<sup>th</sup> Cluster Energy Approved Late 2011
  - TCSG developed and approved Energy Industry Fundamentals Technical Certificate of Credit/Dual Enrollment (27 hour TCC)
  - Developing Energy Systems Pathway Curriculum



# Technical College System of Georgia - Energy Industry Fundamentals Technical Certificate of Credit

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- EIF TCC - 27 hour credit course – two terms
- EIF TCC includes:
  - Algebraic Concepts
  - History and Structure of the Energy Industry
  - Electric Power and Natural Gas Generation, Transmission, and Distribution
  - Print Reading and Problem Solving
  - Basic Circuit Analysis
  - Mechanical Laws and Principals
- Seamless transition to post secondary through dual enrollment



# Georgia Energy Career Cluster

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- Energy Cluster:
  - Energy Systems Pathway (3 sequenced courses)
    - Foundations of Energy and Power Technologies (proposed a state title change)
    - Energy and Power: Generation, Transmission, and Distribution (proposed)
    - Energy and Power Systems Applications (Approved science Course)
    - Plus – Energy systems Internship – Work-Based Learning
- Next steps:
  - GEICC members in process of reviewing pathway
  - Georgia Chamber of Commerce
    - Surveying industries across Georgia for pathway feedback
    - Will host meetings across Georgia to facilitate the process of renewed industry involvement in education to ensure pathways meet industry needs
  - GaDOE CTAE hold 13 meetings statewide for teacher review and comments
  - Ga Board of Education Approval and Local school board approvals

# Energy Systems Pathway next steps

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- Approved High Schools will begin recruiting students Spring 2013
- Identified Pilots – but it is open to any school in the school system – great fit for College and Career Academies
- Class rooms and labs will be established – High schools should have a Technical College Partner
- Local Energy Advisory Committees will be developed
- Energy Systems Pathway teachers will attend proposed Energy Education Series Summer 2013)
- Classes will begin fall 2013-2014 school year
- Students can take Energy Industry Fundamentals TCC as a Dual Enrollment student

# Industry linking to the Career Clusters

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- Georgia Energy and Industrial Construction Consortium (GEICC)
  - GEICC Members can use branding material and tweak for their organization
- Georgia Power Company  
<http://www.georgiapower.com/>

# Lessons Learned

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- Must have a strong, credible, dedicated team with one person responsible for making sure everything gets done and does not lose focus
- Team must include energy partners, education partners
- Excellent relationships with key players in your State Department of Education and The Technical College System
- Assigned and dedicated support from Education from both systems
- Identify pilot schools early – get them involved
- Be ready to serve as a SME, advisory board member, donations for labs or fund consultant to assist with development, provide guest speakers and align your internship guidelines to be ready for the work based learning experience
- Have patience!!

# Important to Remember!!

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- Nothing happens overnight, even if you have a blueprint and great partners!!

# Questions!!

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# Georgia Power's New Website

Debra Howell, Georgia Power Company



# Lunch and Networking





# Workforce Planning at the State Level – Using the CEWD Workforce Planning Metrics Model

Dana Berkheimer, CEWD



# Workforce Planning Metrics

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- *How do you know if your workforce development efforts are successful? A simple question, but hard to answer.*
- CEWD Workforce Planning Council has worked over the past year to define the metrics needed to answer the question
  - Critical Success Factors (CSFs) assess actions that need to be in place to achieve strategies
  - Key Performance Indicators (KPIs) are quantifiable measurements that reflect progress toward defined goals.

# Workforce Planning Metrics

	Industry	Education / Training	Potential Applicants
<b>Key Performance Indicators</b>	<ul style="list-style-type: none"> <li>Planned and actual entry level hires</li> <li>Planned and actual experienced hires</li> <li>Attrition by tenure – retirement and other</li> </ul>	<ul style="list-style-type: none"> <li>Number of students enrolled in pipeline programs</li> <li>Number of students completing pipeline programs</li> </ul>	<ul style="list-style-type: none"> <li>Percentage passing each stage of screening</li> </ul>
<b>Critical Success Factors</b>	<ul style="list-style-type: none"> <li>Total number of employees over time</li> <li>Average age of existing workforce over time</li> <li>Average length of tenure over time</li> <li>Total openings / demand</li> <li>Strength of HR Practices</li> </ul>	<ul style="list-style-type: none"> <li>Types of Pipeline training programs</li> <li>Number of apprentices by year of program</li> <li>Length of Apprenticeship programs</li> </ul>	<ul style="list-style-type: none"> <li>Career awareness activities</li> <li>Number of candidates screened</li> <li>Pre employment test pass rate by source of hires (EEI, WorkKeys, other)</li> </ul>

# 2012 Workforce Planning Metrics Preliminary Data

## Metrics Dashboard

### Hires

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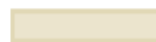


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### Pipeline

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### Pre-Employment Pass Rate

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### Attrition



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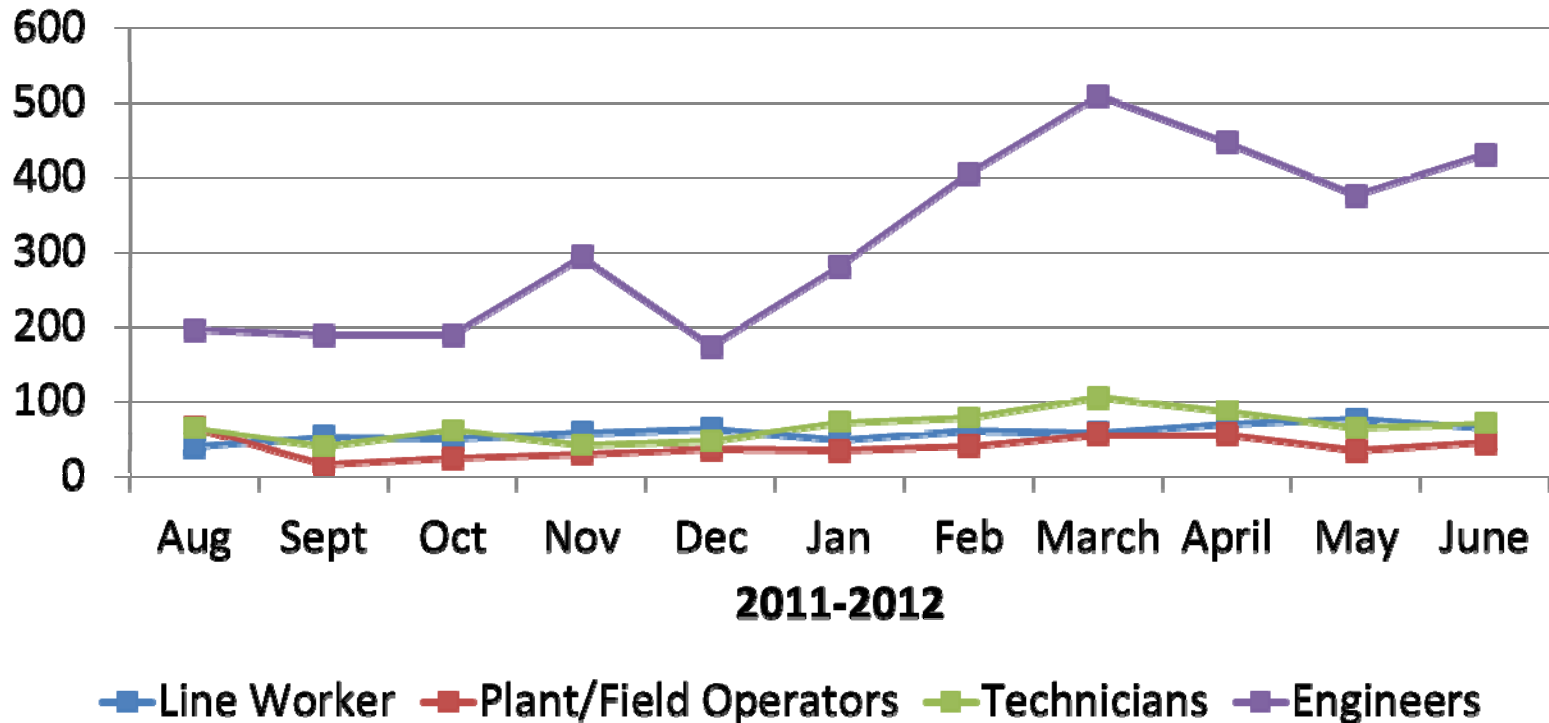
# Preliminary Findings

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- Hired 24% more than planned – mainly Entry Level Lineworkers, Entry and Experienced Gas T & D Technicians and Experienced Generation Engineers (non nuclear)
- Hired 46% more than left the companies; replacement rate of 1.5: 1
- Less than half number hired in 2011 are in the pipeline now; only 18% of number hired in 2011 will graduate in 2012
- Non-nuclear generation technicians have highest pass rate (50%) and Gas T & D Technicians have lowest (20%)
- Nuclear pass rates are lower than Non-Nuclear
- Only 21% of hires came from partner organizations (close to number above on pipeline graduates)

# National Job Postings

## Open Job Postings



Source: CareerBuilders

# Using the Metrics Model

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- Make sure you have the state consortium PIN
- Getting Started Guide on CEWD website
- Demo

# Grants: Lessons Learned Before, During, and After

Ann Adams, Arizona Public Service &  
Angela Farsee, Georgia Transmission Corporation



# About GEICC

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- Created Aug. 28, 2007, during the Southeast Skilled Labor Summit
- Partnerships:
  - Electric & natural gas utilities, oil & gas, nuclear industries
  - Alternative fuels and related industries
  - Department of Labor, state offices
  - Education
  - Industrial construction
  - Utility associations
- GEICC has received or participated in the receipt of \$2.5M for the State of Georgia

# Grants Received

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- Engaged Networking Energy Regional Georgia Education Grant
  - Received in 2008
  - ~\$1M over 3 years
  - Provide energy industry training through Network Energy Centers (NEC's)
  - Grant ended June, 2012
- Gates Grant (Sub-recipient)
  - \$75K over 3 years



# Network Energy Centers



## North:

North Georgia Tech  
Lanier Tech  
GA Piedmont Tech  
Augusta Tech

## South:

South Georgia Tech  
Savannah Tech  
Altamaha Tech  
Albany Tech  
Okefenokee Tech

# E.N.E.R.G.E. Grant Goals

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- Promote career awareness and opportunities
- Enhance and expand existing training programs
- Outreach to underrepresented populations
- Pursue energy industry test preparation
- Guaranteed pre-interview with energy industry

# ENERGE Grant - Challenges

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- Branding project took longer to implement than desired
- Having a clear understanding of what GEICC can do with Grant dollars allocated

# ENERGE Grant - Positives

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- Met most of the outreach goal
- Build relationships with TCSG and NEC's
- Development of on-line course, branding materials, and web site
  - Establish GEICC's identity

# ENERGE Grant - Results

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- Goal is to increase by up to 900 trainees the number of individuals to be energy trained over the three years of the grant.
  - *722 participants*
  - *15,000+ students have completed training in 23 targeted programs.*
  - *Online Course is active (745+ test takers during beta stage).*
  - *47 targeted students received pre-interview at 2012 Skills USA (this completes a codified pipeline).*
  - *Largest products list of ANY comparable grant initiative:*
    - *Online Course/Online Course Web portal*
  - *Dedicated Website*
  - *Branding Suite (4 posters, 4 hot jobs inserts, pocket folder, playing cards, Pathways brochure, 4 Georgia cutouts, 6 inserts)*

# Key Accomplishments

## M.A.G.I.C. Camp





# Key Accomplishments

## Career Expo



# Key Accomplishments

## Career Expo



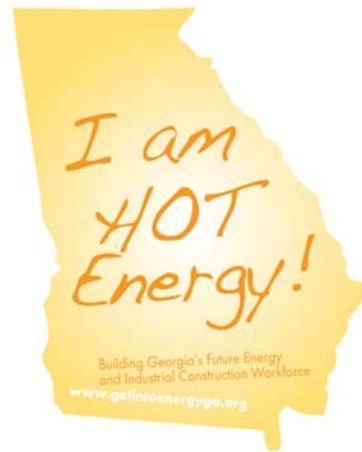


# Key Accomplishments

## First Robotics



# Branding Materials



# Get Into Energy Georgia



# Gates Grant Initiatives

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- GA Piedmont Technical College (Lineworker Bootcamp)
- Aiken Technical College (Nuclear Workforce Academy-2011)
- Augusta Technical College (Nuclear Workforce Academy-2012)



# Gates Grant - Challenges

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- Lost funding for Work Ready testing and certification
- Lack of interest from WIA

# Gates Grant - Positives

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- Gained a new partner – Goodwill Industries and the WANTO Grant
  - Targets low income high risk populations that enter a registered apprenticeship
- Scheduled meeting to discuss lineworker programs statewide
  - Three-year action plan targeting recruiting and metrics

# Gates Grant - Results

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- To date:
  - Have almost met our hiring numbers on the lineworker side
  - Nuclear Bootcamp has been recognized nationally
  - Additional funding was provided for “Dress for Success” to the students – all students received professional clothing and advisement
  - Currently we have **(50)** enrolled in Kuder that have been hired.
  - **(264)** have been met with and coached.
  - A total of **(340)** were recruited.

# Lessons Learned

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- Need to work very closely with the fiscal agent if the consortium is not going to serve as the fiscal agent
- Can't manage/control volunteer resources – need to have backup resources or consider bringing program management in-house
- Factor in change in economic and societal barriers
- Grants may not be the answer, may need to consider fundraisers or other funding sources

# Final Considerations

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- Identify your strategy!
  - Is the goal to support the consortium?
  - Is the goal to develop programs or provide outreach and awareness?
- Have a budget and/or the capability to fund some or all of the administrative costs
- Find a **great** grant writer
- Get key partners involved – early!
  - Fiscal agent, WIB's, educators, industry

# Break





# What We've Accomplished and What's Next -Consortia Updates



# Facilitated Discussion and Meeting Wrap-Up

