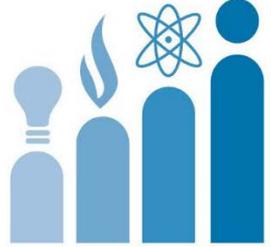




**CEWD** 

**CENTER FOR ENERGY WORKFORCE DEVELOPMENT**

**Industry Solutions—Regional Implementation**

# Get Into Energy Test Prep Webinar

February 21, 2019

# Webinar Presenters

---

- Rob Michel, Ph.D., Senior Director, EEI Employment Testing
- Valerie Taylor, Education Consultant, CEWD
- Amber Lopez, Manager, Workforce Planning, Entergy

# EEL Employment Testing Dept – Powering the Talent Pipeline

---

- Mission: Provide the energy industry with the most effective pre-employment selection solutions possible, at a reasonable cost and with exceptional support and customer service
  - Customer-centric focus – Exist to serve the industry; customer needs drive strategic planning and product design
  - Product quality & innovation – Technical rigor determines value to the industry; must also innovate as necessary

# EEL Employment Testing – 2018 Accomplishments

---

- Testing centers
- Calculator use
- CAST CBT-PBT equivalence
- CBT TECH
- POSS/MASS Revalidation Phase I
- Added two new staff members

# EEL Employment Testing – 2019 Projects & Initiatives

---

- Ongoing
    - Mechanical Principles SkillBuilder
    - POSS/MASS Revalidation Phase II
  - New
    - Customer Service Rep II test battery
    - Expand testing to natural gas jobs
    - Customer needs analysis
    - Website redesign
-

# Value of Applicant Preparation

---

- When you have an efficient hiring process & those hired are successful, everyone wins
- One key to that formula is having informed, prepared applicants
  - Hiring process requirements, expectations, & consequences clearly communicated
  - Hiring process steps clearly explained
  - Applicant preparation resources provided

# Applicant Preparation Resources

---

- Informational
  - Company specific descriptions of your hiring process
  - EEI test brochures & practice tests
- Developmental
  - Company specific & publicly available resources
  - EEI SkillBuilder online tutorials
  - CEWD GIE test prep

# Get Into Energy Test Prep Overview

---

- Instructor-led workshop that focuses on problem solving strategies and being exposed to the types of questions on the EEI CAST, MASS and POSS tests
  - 20-25 hours in length, modular format
  - Can be used in career academies, community/technical colleges, and at the end of occupational training programs
-

# Get Into Energy Test Prep Overview

---

- Candidates should have already gone through the screening process to ensure they are a good match to the position
- Workshop is designed to familiarize candidates with pre-employment testing and gain a comfort level with the testing process

# Get Into Energy Test Prep Materials

---

- Materials are available free to joint CEWD/EEI members after participating in a virtual orientation
  - Includes instructor guide, student guide, and take-home practice test and answer key booklet
  - Candidates are encouraged to keep practicing after the workshop and up until test date
-

# Utility Reimagined

CEWD Webinar- GIE Curriculum

February 21, 2019



*Entergy*®

WE POWER LIFE™

# Why Does Entergy Find Value in the GIE Curriculum?



*As a resource provided by CEWD (as part of membership), this tool has been essential in helping Entergy prepare target populations for taking the EEI pre employment tests. We have found the candidates that use this curriculum are more confident and more likely to be successful.*

---

*Focused, structured preparation increases odds of success*

Source: KPMG



## How is Entergy using the GIE Curriculum?



Opportunity  
youth in service  
territories



Contractors  
wanting to  
transition into  
company  
employment



Students in the  
Lineworker  
certification programs

## Opportunity youth in service territories

- Entergy Career Pathways Pilot is a product of the FSG Impact Lab program where Corporate Social Responsibility, Diversity & Inclusion and Talent Management partner to create programs to reduce hiring barriers for opportunity youth in the New Orleans area.
- Pilot included 5 students (August), Class Rollout included 13 students (October) Prior to the Entergy Career Pathways class, the students took the EEI pretest to determine the level.
- Participants spent 4-5 days on site getting instruction from the Get Into Energy curriculum, having company speakers share information on our company, taking company tours and actually taking the EEI test.
- **80% of the students who took the GIE Curriculum class were successful in taking the EEI test. 2 participants were hired by Entergy as a result of the program.**
- We are working to replicate this program in other service territories.



### Keys to Success:

- Identify the right level of candidate to take the GIE Curriculum
- Ensure instructor is proficient in teaching similar content to the target audience



## Contractors wanting to transition into company employment

- Business leadership shared the desire to assist our current contractor population with preparing for the EEI test.
- Entergy partnered with a local community college to secure an instructor to teach the curriculum.
- We scheduled the class around the contractor's schedules (weekends).
- Participants opted in to class.



### Keys to Success:

- Focus on “how to test” with these students
- Ensure the schedule works for all participants



## Students in the Lineworker certification programs

- Through consortia work with CEWD, Entergy has created two lineworker certification programs.
- A natural tie into the NCCER curriculum is the GIE curriculum. By teaching this material, the students not only get the practical knowledge through the class, they also get the preparation on how to take the EEI test.
- Will be implemented soon in the Louisiana programs, as well as a program in MS.
- Our goal is to get this GIE curriculum in the appropriate program curriculum in our partner community colleges.



### Keys to Success:

- Ensure you know the right programs to plug the GIE curriculum into
- Look for the right timing for when to share the material during the regular program

# Thank You!

---

---

# Q&A Segment



Industry Solutions—Regional Implementation

*For more information on the GIE  
Test Prep Program, contact:*

**Valerie Taylor**  
valerie@cewd.org

Center for Energy  
Workforce Development  
701 Pennsylvania Ave., N.W.  
Washington, D.C. 20004-2696

**www.cewd.org**

