

## Get Into Energy Career Pathways State Summary

**All states will implement the work readiness assessment process and the coaching/counseling aspect of the project.**

### California

California has a strong consortium comprised of the major utilities (IOU's and municipals), Community College System, and state and local workforce development organizations. The California consortium members have implemented two programs that support the GIE Career Pathways – Power Pathways (PG&E) and a one year Power & Electrical Systems certificate program, which are available in the San Francisco and Los Angeles areas. California also has accelerated degree programs available to support other industries.

#### Recommendation:

- Leverage the energy industry programs currently in place at Los Angeles Trade & Technical College for implementation of a pipefitter/pipelayer/welder boot camp and apprentice program in the Southern part of the state. San Diego Gas & Electric and Los Angeles Water and Power District will be able to utilize the graduates of this initiative.
- Leverage the existing Power & Electrical Systems certificate program to develop an accelerated associate degree program for utility technicians at the College of San Mateo

### Florida

Florida has a very strong consortium with significant support from the utilities (IOU's and municipals), the state Workforce Florida organization, and construction. Consortium members sit on major energy and related industry councils sponsored by the state government. The state has the largest number of energy related career academies of all of the target states. The consortium is currently developing an energy curriculum to be placed in the secondary school system focusing on energy foundations and alternative energy. The Banner Centers in the state have negotiated articulation agreements between the career academies and two and four-year institutions.

Each of the regional workforce boards has youth mentors. Local manufacturing plants have organized into consortia to address their workforce development issues.

#### Recommendation:

- Provide the Kuder system career coaching training to the youth mentors at the regional workforce boards.
- Form regional industry consortia in the three focus areas including manufacturing, construction, and energy.
- Develop and implement an accelerated associate degree program for utility technicians in the Indian River/Brevard County (central). The program in the Indian River/Brevard County area can also be used to transition individuals that will be coming off of the space shuttle program at nearby Cape Canaveral.
- Leverage the partnerships with Florida's Ready to Work and Florida's Strengthening Youth programs.

Open Items:

- Concern on the lack of hiring in the state in the energy industry.
- Who will be providing and paying for the support system items (regional workforce boards)?
- Are there other pipeline organizations in Florida to provide students; can these organizations provide the career coaches and conduct the assessments?

## Georgia

Georgia has a very strong consortium consisting of IOU's, municipalities and rural co-operatives, government workforce agencies, the Technical College System of Georgia, and industrial construction organizations. Georgia has currently broken ground on the construction of two new nuclear power plants in the Augusta area. The state currently supports accelerated degree programs for other industries. The state also has a very strong career and technical education focus, including career academies and virtual high schools. Georgia developed the line worker boot camp program which is the model that will be used for the GIE Career Pathways program.

Recommendation:

- Leverage partnership with Georgia Work Ready and the services provided by the Workforce Investment Boards.
- Enhance the existing line worker boot camp at DeKalb Technical College to include the certificate for successful completion and the awarding of college level credit for the boot camp and apprenticeship program in the Atlanta area.
- Develop and implement an accelerated associate degree program for quality control technicians with Augusta Technical College to support the expected nuclear power plants construction.

Open Items:

- Need to check with Shaw to determine if they are hiring and would be willing to interview all successful candidates.
- Need input from the construction members.

## Indiana

Indiana has a very strong technical school network in place with Ivy Tech. This network accelerates implementation of programs throughout the state. The consortium includes the major utilities in the state and the rural co-operatives. The consortium has been instrumental in the design and development of an electrical engineering technology associate degree program with Ivy Tech. The state also has a large population of displaced auto workers that could transition into the energy industry. Ivy Tech has implemented accelerated associate degree programs and offers credit for prior learning.

Recommendation:

- Leverage the existing Ivy Tech programs to implement an accelerated associate degree program for utility technicians in Indianapolis and Gary.

## Minnesota

Minnesota has a strong consortium that is comprised of the major utilities in the state and the rural co-operatives. The state and local workforce development organizations are very involved in the consortium. The state has included wind and ethanol generation pathways in the energy mix. The consortium recognized that there were major similarities in skill requirements among energy, manufacturing, and construction careers. As a result, they contracted to have the basic, core skills identified and documented for several jobs and have developed an energy technical specialist associate degree program. The Minnesota University & College System supports 25 two-year colleges and has 53 locations across the state. They have accelerated associate degree programs in place and have good articulation agreements between the community/technical colleges and universities.

### Recommendation:

- Leverage partnerships with pipeline organizations to increase recruitment into the existing energy technical specialist program, the power generation associate degree programs at St. Cloud Technical College, and the lineworker programs at Dakota County Technical College; Minnesota State Community & Technical College, Wadena Campus; Minnesota West Community & Technical College, Jackson Campus.
- Leverage the GIECP assessments and remedial training to strengthen the Bridge program for foundations training.
- Leverage curriculum available from Barton Community College to implement boot camp for natural gas transmission and distribution technicians.

Implementation of these programs will be across the state and leveraging the work that has been done at St. Cloud Technical College and other community colleges.

## North Carolina

North Carolina has a focus on out of school youth as a pipeline into key industry sectors. The state uses its WIA money to assess career interests, provide ongoing career support and to provide individualized reports on skill assessments. North Carolina is the leader in early college high school programs. They support virtual high schools and have “learn and earn” programs in place to keep students in school. There are over 130 career academies in the state. The state consortium has been developing over the past year.

### Recommendation:

- Provide technical assistance to the state consortium to increase its strengths.
- Develop and implement an accelerated associate degree program at Central Piedmont Community College for quality control technicians to support the nuclear power plants in the state.
- Develop and implement an accelerated associate degree program at Central Piedmont Community College for utility technicians for electric transmission and distribution.
- Leverage the existing lineworker certificate program at Forsyth Technical College to bring in line with the lineworker boot camp certificate program and enhance for credit.

## Ohio

Ohio has targeted adult learners for the future by developing a network of adult education programs based on convenience for adult learners. The state is anticipating the development of stackable certificates for those learners. The state is very supportive of returning veterans and is ready for a program to transition them to civilian work. There is an early college high school system and a strong secondary school career and technical system within the state. There is a strong contingent of education (University of Cincinnati) and utility (Dayton Power & Light and American Electric Power) consortium members in the southwest part of the state covering Cincinnati and Dayton that will be able to lead the implementation of these programs. Turnover on the state consortium has caused them many challenges in getting started. Ohio has an organization (Hard Hatted Women) that is committed to helping low income women get stable, well-paying jobs and will be a critical partner in this effort.

### Recommendations:

- Provide technical assistance to the state consortium to increase its strength.
- Implement a lineworker boot camp program at the University of Cincinnati/Cincinnati State.
- Implement an accelerated associate degree program for utility technicians at the University of Cincinnati.

## Washington

Washington has a strong consortium with very significant support from the IBEW. However, only one of their utility members is a CEWD member. Washington has been out in front in terms of developing skill standards required for positions in the energy industry and the alternative energy (wind) industry. Centralia College's Center of Excellence for Energy is nationally recognized as a leader in energy curriculum development. There is a good Job Corps program in the state with specific career counseling included that will support the recruitment of candidates into the program. The WIA programs are good with Washington being the only state that supports older youth and is focused on reducing unemployment through apprenticeships. The Washington consortium is housed at the community college. There is a strong community college system where half of the community colleges have energy programs. There are early college high schools and a number of virtual high schools.

### Recommendations:

- Leverage the WIA youth program to provide career coaches and provide them with the Kuder career coaching training.
- Leverage the career coaches at the community colleges; provide them with the Kuder career coaching training and provide them with information on the energy industry and the skilled craft positions.
- Leverage the existing wind technician program at Walla Walla Community College to determine if it is a good candidate for an accelerated associate degree program.
- Enhance the existing lineworker boot camp and apprentice program at Spokane Community College to include the certificate for successful completion and the awarding of college level credit for the boot camp.