



powerpathway[™]
Your Future Starts Here

**West Coast Water Utility
Workshop on Workforce Development
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Overview

- PG&E needs to hire over 1,000 high wage workers (averaging \$70-100K) over the next 3 years
 - Utility Worker/Apprentice Lineworker: 750-1,000
 - Instrumentation Technician/Electrical Tech: 100-125
 - Apprentice Mechanics: 100-150
 - Apprentice Welders: 30
 - Power/Electrical Engineers: 150-250

PG&E's viewpoint on workforce development

- The demand for technically skilled craftworkers is great and growing
- We must collectively focus resources and efforts
- Outreach, training, onboarding, and upskilling must be comprehensive and factor in California's demographics
- Programs should deliver the right people with the right skills into business at the right time

What our hiring managers want...

- Meets hiring minimum
- **Local**
- **Productive immediately (through relevant experience or pre-training)**
- **Capable of moving up**
- **Has soft skills and good work ethics**
- **Ethnic or gender diversity**

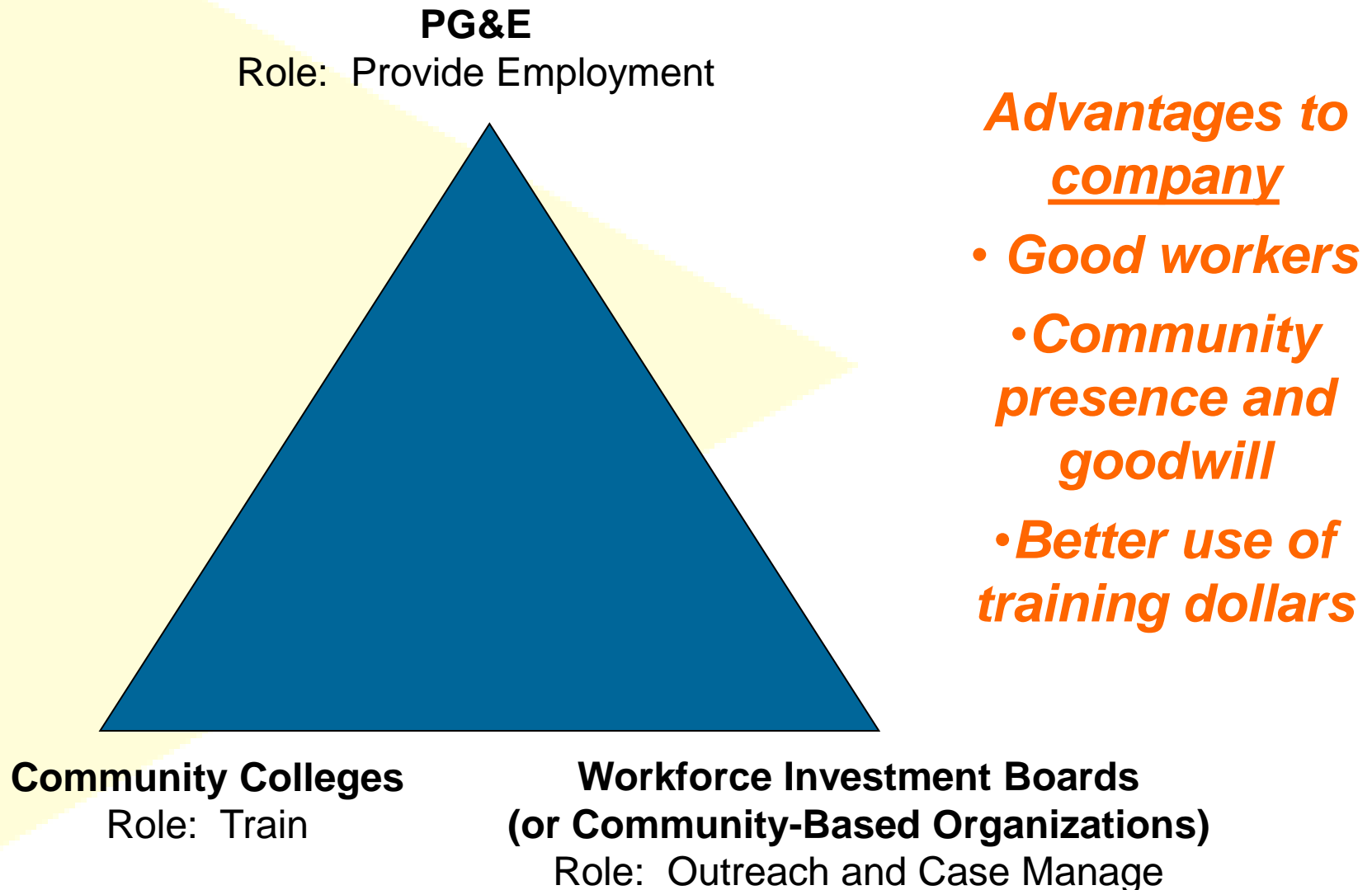
Build systematic pipelines of job-ready candidates by emphasizing these factors in:

- ***outreach***
- ***screening***
- ***pre-training***

PowerPathway™ 2008 Pilot

- PG&E's workforce development framework is based on national best practices, leveraging workforce development system and community colleges
- PG&E's 2008 pilots focus on Utility Workers
- Program outreaches to Job Corp residents, veterans, and underserved populations
- Significant potential collaboration opportunities exist

The PowerPathway model



Curriculum for Bridge to Utility Worker

- **Math (3 Units)**

- Pre-Algebra and Algebra with focus on test preparation

- **English (2 units)**

- Reading efficiency and comprehension of job related materials and vocabulary

- **Behavioral Based Skills (2 Units)**

- Time Management and Study Techniques
 - Effective Communications and Interviewing Skills

- **Physical Conditioning (1 Unit)**

- Job specific strength and stretching

- **Technical and Job Specific Skills Training (6 units)**

- Basic Electricity, Material and Tool ID, Safety Awareness
 - Pole Testing and Climbing, Bucket Truck, Forklift Certification

2008 Pilots - PowerPathway Geographies



Initial 2008 PowerPathway™ pilots are focused on hiring Utility Workers

Utility Workers / Apprentice Lineworkers

Goal: Train 100 candidates per year

Target group: Disadvantaged youth and adults; Job Corps; dislocated workers; veterans

Sites: Fresno, Oakland, San Mateo, San Francisco

Training: 3 month community college certificate

Partners: San Francisco, Oakland, Fresno, San Mateo community colleges and WIB

Apprentice Electrical and Instrument Technicians *

Goal: Train 30 candidates per year

Target group: Skilled dislocated workers, community residents

Site: San Mateo

Training: 2 year degree + capstone training

Partners: College of San Mateo, San Mateo WIB

Apprentice Welders *

Goal: Train 10 candidates per year

Target group: Current AA-level welding students

Site: Butte College

Training: 2 year degree + capstone training

Partners: Butte College, local CBO

Apprentice Mechanics (Veterans)

Goal: Train 20 candidates per year

Target group: Veterans with mechanical background

Site: Skyline College

Training: Community college certificate

Partners: Employment Development Dept, Skyline College, San Mateo WIB

Maintenance & Construction Associates (Veterans)

Goal: Establish 1 year training to intake veterans for potential line supervisory role

Target group: Non-commissioned officers

Site: PG&E

Training: 1.5 year combined formal and on-the-job training

Partners: City College of San Francisco, Fresno WIB

* Pending receipt of grants

Collaboration opportunities?

Employer consortiums

- Shared hiring needs
- Profiling of jobs on WorkKeys®
- Use leads PG&E already generated
- Amplify voice on public policy

Partnerships for expansion and sustainability

- Additional geographies
- Additional curriculums
- Outreach to additional demographics (e.g., females)
- Leveraged resources/funding

Other

- Retiree Instructor Corps