



powerpathway[™]
Your Future Starts Here

NARUC

Critical Infrastructure Panel

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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
- 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 the business at the right time
- Bottom Line: Collaborate to transform a puddle into a pool

What our hiring managers want...

- Meets hiring minimums
- 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:

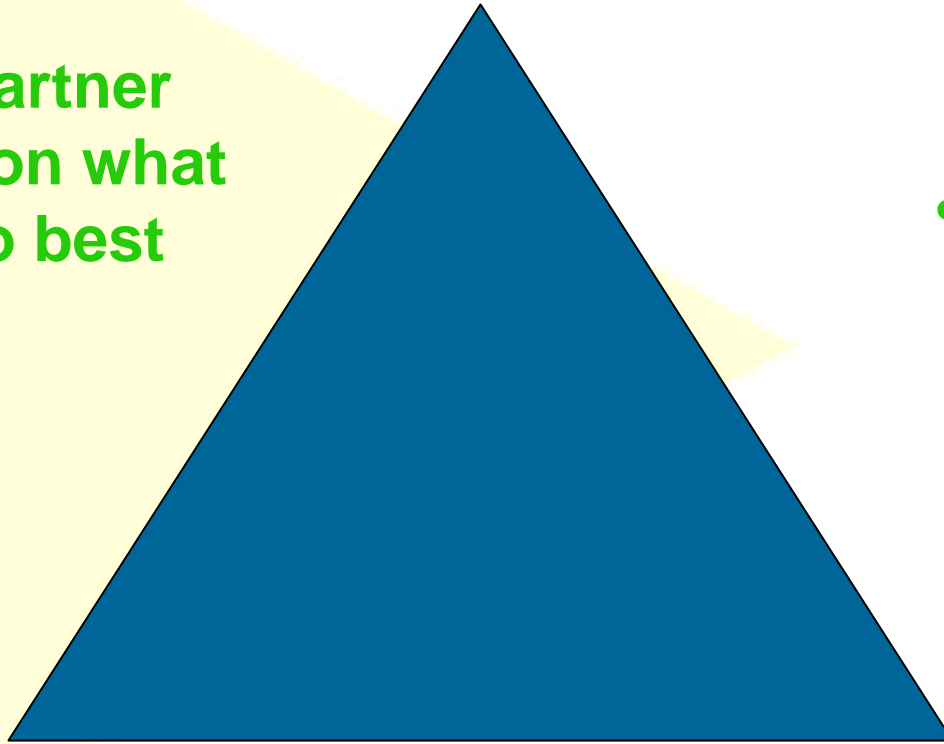
- outreach
- screening
- pre-training

The PowerPathway Model – Based On Best Practices

PG&E and Other Employers

Role: Provide Employment

**Each partner
focuses on what
they do best**



***Advantages to
company***

- ***Good workers***
- ***Community presence and goodwill***
- ***Better use of training dollars***

Community Colleges

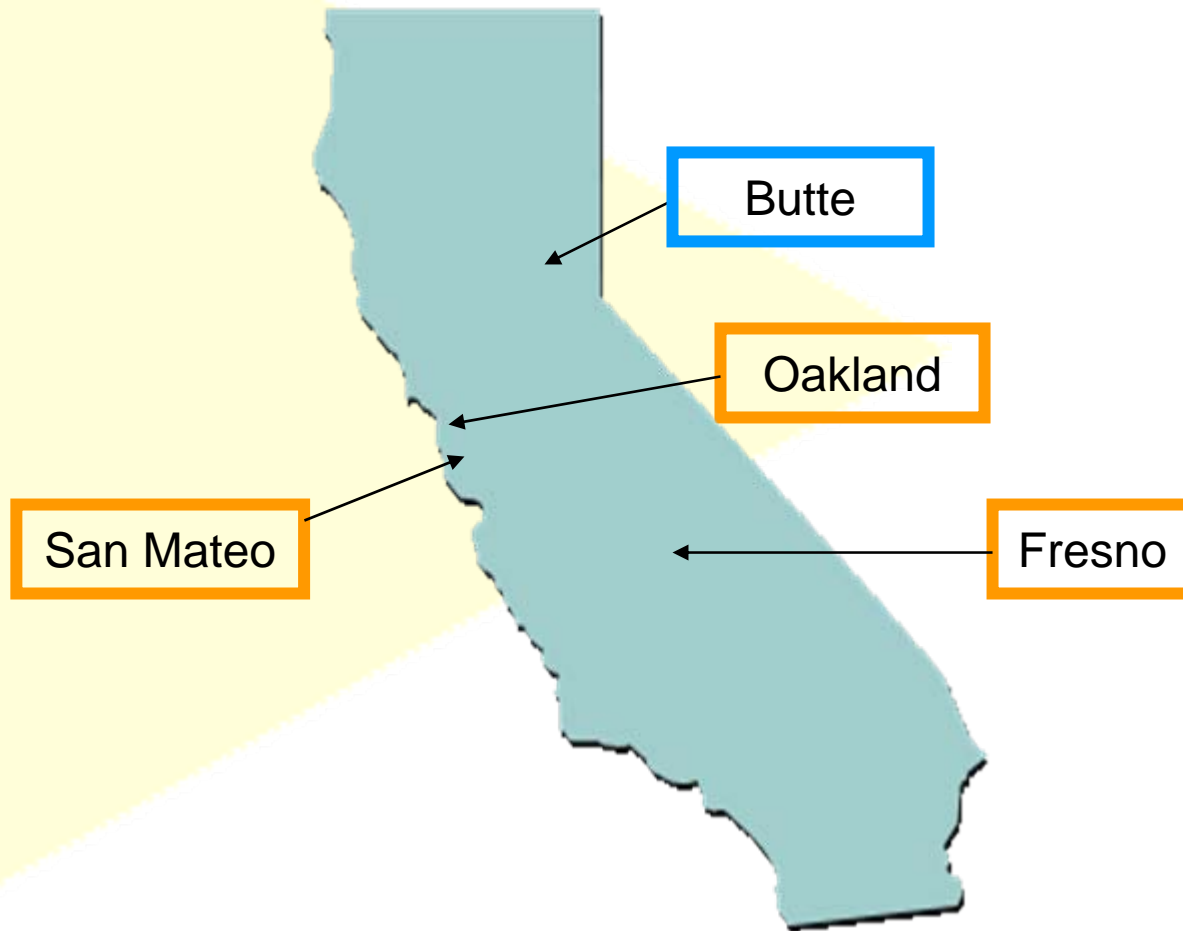
Role: Training

Workforce Investment Boards

(or Community-Based Organizations)

Role: Outreach and Case Manage

2008 Pilots - PowerPathway Geographies



Curriculum for Bridge to Utility Worker – 12 Weeks

- **Math**

- Pre-Algebra and Algebra with focus on test preparation

- **English**

- Reading efficiency and comprehension of job related materials and vocabulary

- **Behavioral Based Skills** Time Management and Study Techniques

- Effective Communications and Interviewing Skills

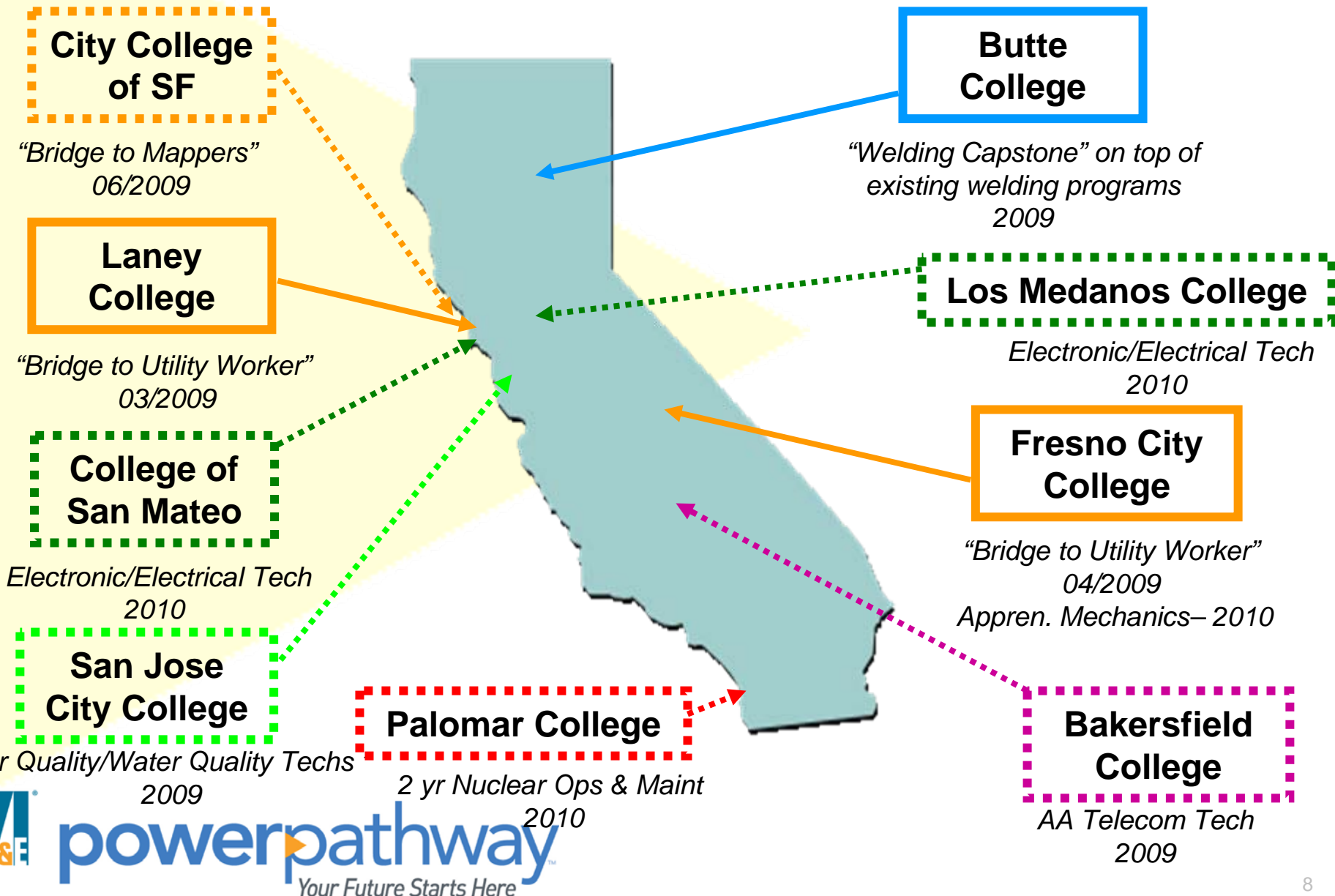
- **Physical Conditioning** Job specific strength and stretching

- **Technical and Job Specific Skills Training**

- Basic Electricity, Material and Tool ID, Safety Awareness

- Pole Testing and Climbing, Bucket Truck, Forklift Certification

2009 - 2010 Plans (draft)



Collaboration Opportunities?

Employer Consortiums

- Shared hiring needs
- Profiling of jobs on WorkKeys®
- Use leads PG&E already generated
- Seek Regional / Sector-wide solutions

Industry Consortiums

- Center for Energy Workforce Development

Partnerships for Expansion and Sustainability

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

Other

- Develop a Retiree Instructor Corps