PG&E PowerPathway

2009 Annual Update

Strengthening Our Communities

PG&E PowerPathway™ seeks to build capacity in California to produce the skilled workers needed by the utility and energy industry

PG&E PowerPathway™ helps California to produce the skilled workers needed by the utility and energy industry. PG&E's PowerPathway program uncovers industry-driven needs, pursues a systems approach for establishing career pathways, engages in public-private partnerships with community entities, and emphasizes reaching out to underserved communities.

A systems approach to candidate diversity and quality

PG&E works with community institutions whose purpose is to better prepare local talent for future energy jobs. 2009 examples include:

- Launches at five high schools of PG&E's *New Energy Academy* in collaboration with the California Department of Education in Bakersfield, Berkeley, Fresno, Sacramento, and Stockton
- Graduation of three PowerPathway *Bridge to Utility Worker* cohorts of recently discharged military veterans from City College of San Francisco and Fresno City College, and a PowerPathway *Capstone in Utility Welding* Program from Butte College in Chico
- Establishment of a four-course *Certificate in Power Engineering* at California State University East Bay

A consortium view on workforce development

PG&E participates in and leads industry efforts to jointly address workforce challenges. 2009 examples include:

- Co-chairing the California Energy & Utility Workforce Consortium
- Participating in the Task Force on Future Energy Jobs of the National Commission on Energy Policy (NCEP)
- Serving on the Executive Committee of the Center for Energy Workforce Development (CEWD)
- Helping communities like Fresno form regional employer alliances to bring organizations with complementary hiring needs together

A proactive sharing of best practices

PG&E is supporting our communities with resources to build their capacity to train for green energy jobs. 2009 examples include:

- Creating *The Green Jobs Primer for Communities* as a guide to PowerPathway's nationally-recognized best practices for use by cities and municipalities looking to create a green workforce
- Sharing PG&E's 30+ years of energy efficiency curricula with community colleges in Fresno, Modesto, Oakland, Sacramento, San Jose, and Stockton

Recognition

In October 2009, the National Commission on Energy Policy (NCEP) released a report stating that the United States is facing a critical shortage of trained professionals to maintain the existing electric power system and to design, build and operate the future electric power systems. Several key issues were identified:

- A decline in career and technical education has stressed the electric power sector's training capacity
- A large percentage of the electric power sector workforce is nearing retirement
- Creating a low carbon energy system will require more workers and new skills

In its research, the NCEP looked for solutions and studied PG&E's PowerPathway as a model workforce development program. The full report can be found at http://bipartisanpolicy.org/library/report/task-force-americas-future-energy-jobs.

The Clean Edge, Inc.'s *Clean Tech Job Trends 2009* cited PG&E as a company to watch for on green workforce efforts:

"PG&E has catered a portion of its PowerPathway employee training program to help communities and educational institutions to attract and train a clean energy workforce. If PG&E can tap the state's vast education system while also luring environmentally conscious citizens by positioning itself as a facilitator of clean energy, it will be in a good position to reenergize its labor force."

Throughout 2009 PG&E shared its workforce development expertise relating to green jobs training in numerous public forums such as those sponsored by the Congressional Black Caucus Foundation, the National Association of Latino Elected and Appointed Officials, the California League of California Cities, PolicyLink, the California State Assembly Committee on Higher Education, the United States Senate Committee on Finance, and the White House Forum on Jobs and Economic Growth.

PowerPathway™ 2009 Report Card

The PG&E PowerPathway™ model expanded its reach in 2009 by moving into new geographies and welcoming recently discharged military veterans. Course participants were able to enhance their academic, physical conditioning, technical, job-specific and soft skills to become more competitive for jobs in the energy and utility industry.

The three courses offered at Fresno City College and City College of San Francisco served recently discharged military veterans through a grant from the state of California. The results are highlighted here:

2009 PowerPathway graduates qualified at an unprecedented level on PG&E's Physical Test Battery (PTB) pre-employment test with a 94 percent qualifying rate, a 20 percent improvement over 2008's average. The diversity among those who test-qualified in 2009 averaged 57 percent.

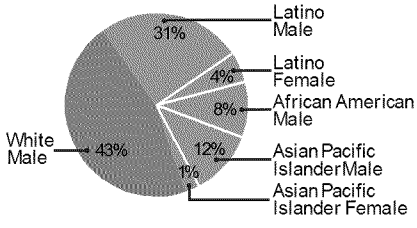
Over 62 percent of 2009's graduates were hired by PG&E, other utilities, or utility contractors into positions such as utility worker, underground technician, nuclear decontamination tech, materials inspector, apprentice lineman, SmartMeter™ installer, meter shop repairman, power plant technician, apprentice lineman, apprentice communication tech, and gas service representative. These 42 graduates earned wages that ranged from $19.50 - $35.00 an hour.

100 percent of PG&E supervisors responded "Yes" when asked whether they would hire another PowerPathway graduate compared to 71% in 2008. These supervisors rated their PowerPathway™ hires an overall of 4.6 out of 5.0 compared to 4.1 in 2008.

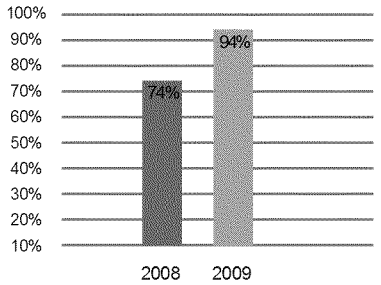
In addition, a total of nine graduates of the 2009 Butte College PowerPathway *Capstone in Utility Welding Program* were hired, including eight apprentice welders hired by PG&E and one underground technician hired by a PG&E gas contractor. Starting wages ranged from $30.00 - $33.00 an hour depending on whether the graduate tested out at the 6 or 12 month progression level.

All of these results reinforce the fact that the PowerPathway model can serve as a blueprint for all utilities in enlarging the local pool of qualified candidates.

For the latest update on PowerPathway, visit www.pge.com/careers/powerpathway.



57% of PowerPathway candidates who became Physical Test Battery qualified were from a diverse background



Percentage who qualified on the Physical Test Battery Pre-Employment Test increased in 2009

Demonstrates safe behavior	4.3
Meets physical requirements of the job	4.8
Employee is teachable and able to learn	4.6
Demonstrates good work ethic	4.9
Demonstrates good work knowledge	4.4

Overall Assessment by PG&E supervisors of PowerPathway hires: 4.6
(Rating Scale: 5 is Outstanding, 3 is Average)

Focus for 2010

In 2010, we will replicate success and continue to evolve PowerPathway™ as follows:

Cluster training collaborations with educational institutions into PowerPathway Training Networks:

- Engineering and Smart Grid
- Energy Efficiency
- Clean Tech Vehicles
- Skilled Craft

Promote formation of regional employer alliances to pool hiring needs:

- Expand to new geographies
- Encourage in-kind contribution of time/talent/material to support training
- Solicit active participation to refine curriculum to meet hiring needs

Continue pursuing a systems approach in working with the educational system:

- Partner with PG&E's Community Relations to inform the curriculum in the New Energy Academy high schools
- Create opportunities for linkages between 4-year colleges, 2-year community colleges, and high schools
- Encourage the development of Science, Technology, Engineering, and Mathematics (STEM) curriculum at all levels