

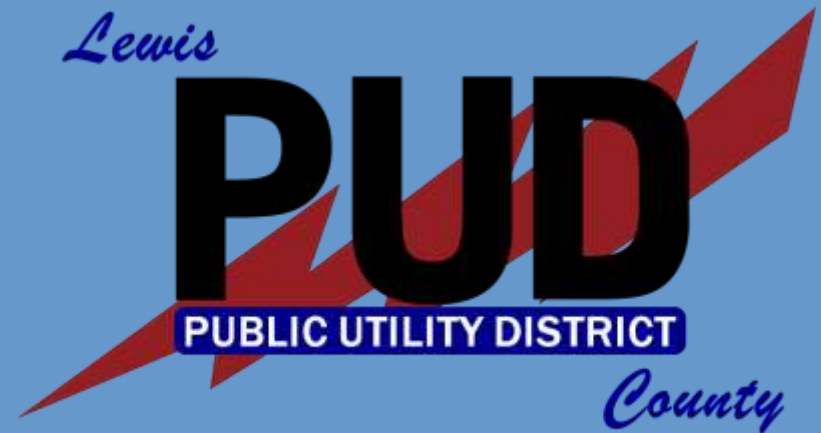
Investing in the Future Workforce; Bridging the Gap

Dan Kay

Chief Engineer

Lewis County PUD

May 13, 2015



Transformation is NOW

What is a PUD?

- Public Utility District (PUD)
- Created by Washington State's first initiative in 1930
- Owned by the communities they serve
- Governed by a locally elected Board of Commissioners



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We Are Lewis County PUD!

- Power you can rely on;
People you can trust!
 - Voted into being in 1936
 - Serves approximately 31,000 customers
 - Over 3,300 miles of distribution lines
 - Owns and operates the Cowlitz Falls Hydroelectric Project
 - Produces on average 261,000 MWh
 - 33% of the District's needs



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Strategic Plan

- First time LCPUD has done one
- Completed in 2013
- Invest and Position for the Future
- Effective workforce
 - Through effective hiring
 - Education and Training
 - Active engagement in the community
- We are the Community we serve!



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Lewis PUD Supports:

- Washington State University (WSU)
 - Power Engineering Partners
 - Advisory board to match college and industry
 - Spring Break Practicum
 - Week long multi-department job shadow
 - Imagine Tomorrow
 - Multi State STEM based renewable energy high school science competition.



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WSU Practicum

Power Engineering Practicum – March 16-20, 2015



Attention **Power Eng** students **Utility/Power Practicum**

Make your spring break work for you
and get a leg up on the job competition!

40 hour on-site class
Multiple state-wide locations

EE 483 (1 credit):

- **Week long practicum on a variety of power engineering topics** (for example: substation design, power scheduling, rates/economics, transmission design, SCADA, protective relaying, voltage control)
- Learn from **professionals in the field** at various utilities and power-related companies
- **Pre-requisites** may be required at some locations
- **Lodging subsidies** available for those who need them
- Limited enrollment – **apply by February 1** – seats may fill sooner
- Submit **resume** and **letter of interest** (or questions) to:
Jody Opheim, EME 21 or email PDF to opheim@wsu.edu

—EXCELLENT ADDITION TO YOUR RESUME—
Great way to build your professional network

—Previous Participants are eligible for 2nd practicum if space is available—



- Substation
- Transmission
- Distribution
- Customer Service
- Operations
- Warehousing/ Inventory Management
- Administration

WASHINGTON STATE UNIVERSITY



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WSU Imagine Tomorrow

- High School STEM-based renewable energy problem-solving competition
 - 4 focus areas: technology, Design, Behavior, Biofuels
- Provide sponsorship
- Provide judging



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Imagine TOMORROW

A problem-solving energy competition for grades 9-12
at Washington State University

Center of Excellence – Cent. College

- Advisory Board
 - Responsive to match industry needs
 - Labor (Trades/Crafts/Apprenticeships), Engineering, etc.
- College to Career
 - Job/employer preparation, interview coaching, resume critique
- Career Fairs



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Centralia College Programs



From COLLEGE To CAREER

INDUSTRY PANEL & WORKSHOP: RESUMES, INTERVIEWING, JOB SEARCHING

April 2-3, 2015 – KEMP 128
Thursday, 8:45 AM – 4:00 PM
Friday, personal coaching by appointment
Free for 2nd year energy tech, robotics, electronics - students & graduates!

Submit RESUME &
REGISTER by March 13
jym@centralia.edu



April 2 Morning – Industry Panel – Reveals insider tips on hiring!

Dan Kay, Chief Engineer, Lewis County PUD
Micah Goo, Generation & System Operations Manager, Centralia City Light
Alice Massara, Business Performance Supervisor, Rates Plan. & Analysis Dept., Tacoma Power
Keith Gulley, Talent Acquisition Manager, Seattle City Light

PLUS! Networking Opportunity with these industry experts!

April 2 Afternoon – Resume, Cover Letter, Interview, Web Job Search

Arlene Abbott, Polar Star Consulting
Monica Brummer, Program/Communications Specialist, Center of Excellence-Clean Energy

April 3 by Appointment - jym@centralia.edu for 30-60 minute slot

One-on-One resume, cover letter and interview coaching - answering your concerns

The Center of Excellence for Clean Energy, a Centralia College Partnership, is a nationally recognized model that provides strategic coordination for the energy industry's skilled workforce throughout Washington. Centralia College does not discriminate against any person on the basis of race, color, national origin, disability, sex, genetic information, or age in admissions, treatment or participation in its programs, services and activities or in employment. All inquiries regarding compliance with access, equal opportunity and/or grievance procedures should be directed to the Vice President of Human Resources and Legal Affairs, Centralia College, 600 Centralia College Blvd., Centralia WA 98531, or call (360) 736-8301 or (360) 807-6227/TTY: cleanenergyexcellence.org



- Face-to-face interaction
- Networking
- College Career Fair

Local Schools

- K-12 education
 - Elementary school in-class programs
 - Safety presentations
 - Middle and High School career fairs
 - Public power as a career option in all areas
 - Promote STEM based careers.



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High School Promo Flyer

- Promotional flyer distributed to area schools
- Promotes all functions of the utility from CSR to Crafts to Engineering

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Where will you be in 4 years?

Thousands of people work every minute to provide power - YOU can be one of them.

Amanda, Nuclear Technician
Energy Northwest

Israel, Lineworker
Avista Energy

John, Hydro Utility Worker
Tacoma Power

Amy, Meter Technician
Seattle City Light

James, Customer Service Rep
Puget Sound Energy

Jack, High Voltage Operator
Seattle City Light

Power plant, substation, system operator * Power Engineer * Line Worker * Utility Worker * Energy Auditor
Energy Efficiency Coordinator * Customer Service Rep * Electrician * Industrial * Electrical Apprentice

These jobs require good math, problem solving, teamwork and communication skills.
Get Started! Study hard. Enroll in an Energy Technology program at a community or technical college.

Power up! Visit cleanenergyexcellence.org/energycareers

Center of Excellence for Clean Energy
A University College Partnership

Washington State Community and Technical College is the proud sponsor of the Pacific Northwest National Laboratory, a national energy, science, and technology research facility. The largest research and development center in the world is the administrative office of the program and activities. Register regarding the state dissemination program. Designated Research Center for Human Resources. 2008 Queen's Lane SE, Olympia, WA, 98512, U.S.A. 360.426.1231



These Programs Provide Support By:

- Career Guidance – low exposure industry
- Promoting the power industry to prospective employees
 - Shortage of qualified applicants
- Supporting programs that are sources for internships
- Improve college connections between:
 - Industry and academia
 - Junior College and 4-year institutions
 - Leverage our partnerships!

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Meet Travis Kinney



- High school drop out
 - Family did not support education
- Worked in construction
- Enrolled in Center of Excellence in Energy Technology
 - Energy Efficiency track
 - Became interested in engineering
- Applied for internship with Lewis County PUD



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More About Travis

- APPA DEED Internship at LCPUD
 - Engineering intern in 2012
- Remained part-time employee after internship
- Enrolled at WSU in Electrical Engineering program in 2013
- LCPUD heavily invested in Travis
- Groomed him into.....



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Undergraduate Completed!

- Graduated last Saturday, May 9, 2015
- FTE – June 1, 2015
- Now on to grad school!



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Workforce Development Challenges

- Adding new employees
 - Customer frame of reference
 - Lewis County high unemployment
 - Rate sensitivity
 - BPA and voter approved I-937
 - Budget constraints
 - Public image
 - Changing industry – More dependent on STEM based preparation



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Workforce Development Process

- Demonstrate a need
 - Documented needs in order to meet goals
 - Prepared a report & presented to Commission
- Obtained approval & support to create full time position
 - Intern/part-time partially filled project needs
 - Developed into full-time employee



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Embrace the Generation

- New graduates bring fresh ideas and technology
 - Acknowledge their ideas
 - Invest in new technologies
 - Keep an open mind
- Flexible Schedules
- Enhanced workplace conditions



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Acknowledge the Need!

- Don't wait until it's too late
- The demand is there
- Use resources
 - APPA DEED
- Summer positions and internships
 - Timing and recruitments are essential
 - senior projects
 - finals
 - Making the right contacts at each school

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Final Thoughts!

“No other investment yields as great a return as the investment in education. An educated workforce is the foundation of every community and the future of every economy.”

- Brad Henry



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