

Alliant Energy Pre-Apprentice and Youth Apprenticeship Programs

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Agenda

- Our Challenges
- Our Solutions
 - Pre-Apprentice Laborer Program Overview
 - Youth Apprenticeship Program Overview
- Questions

Our Challenges

1. To ensure that Alliant Energy's workforce reflects the make up of the communities that we serve.
2. Recruiting talented individuals to remote areas of our service territory who have a vested interest in staying in those communities

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- **We needed to create new pathways into Alliant Energy to allow candidates from varied backgrounds an opportunity to be part of our company.**



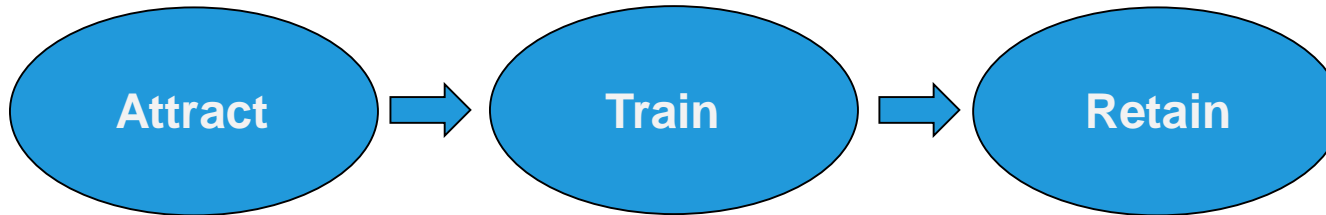
Why is it important?

- Competitive labor market
- Companies with higher levels of diversity have (link to article in appendix):
 - Lower turnover
 - Higher employee engagement
 - Higher levels of creativity and innovation
 - Greater profitability
- Costs of training a apprentice are extremely high.
 - Up to \$400K (salary, training costs, etc.)

Our Solution

Creation of the Alliant Energy Pre-Apprentice Laborer (PAL) Program

Program Goal: To attract, train and retain top talent for future apprenticeship positions at Alliant Energy.



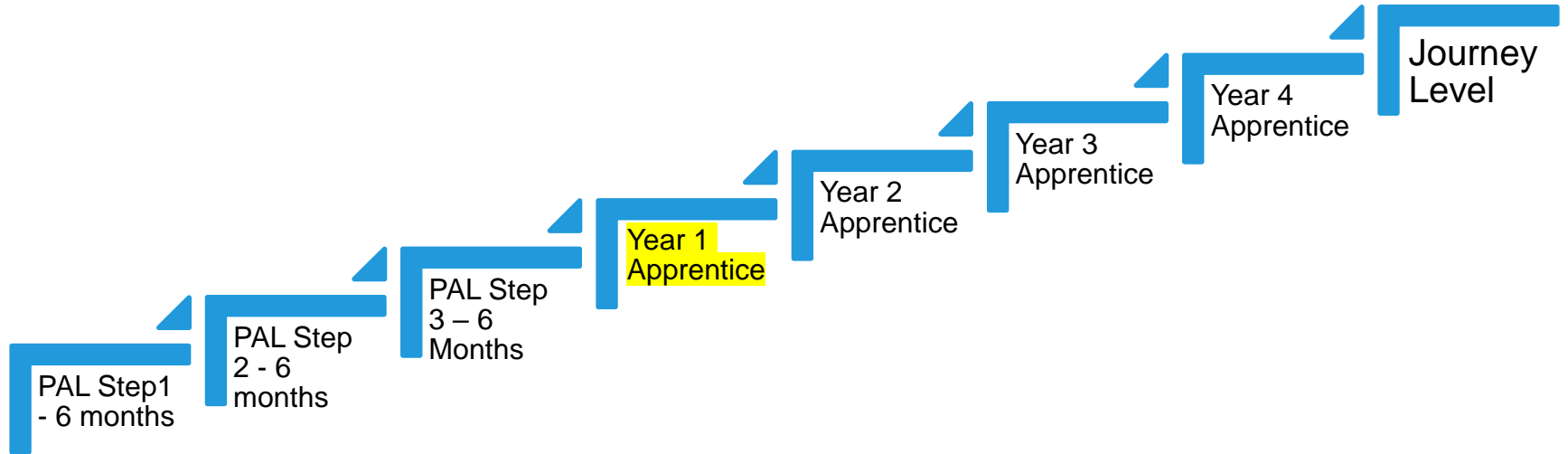
We seek to attack the supply side of the problem by eliminating the barriers of entry to our company

Program Overview

What is a Pre-Apprentice Laborer?

- An entry level position designed to train high aptitude candidates the skills they need to become successful apprentices.
- PALS assist line, gas and other field crews with unskilled and semi skilled tasks while focusing on training and learning the basics of the trade.
- The program consists of 3, 6 month steps
- At the end of each 6 month period candidates are tested on proficiency. If successful they will advance in the program to the next step and receive additional compensation.
- At the end of the 18 months candidates will be placed into a apprenticeship position in the region where they were hired

Career Progression of a PAL



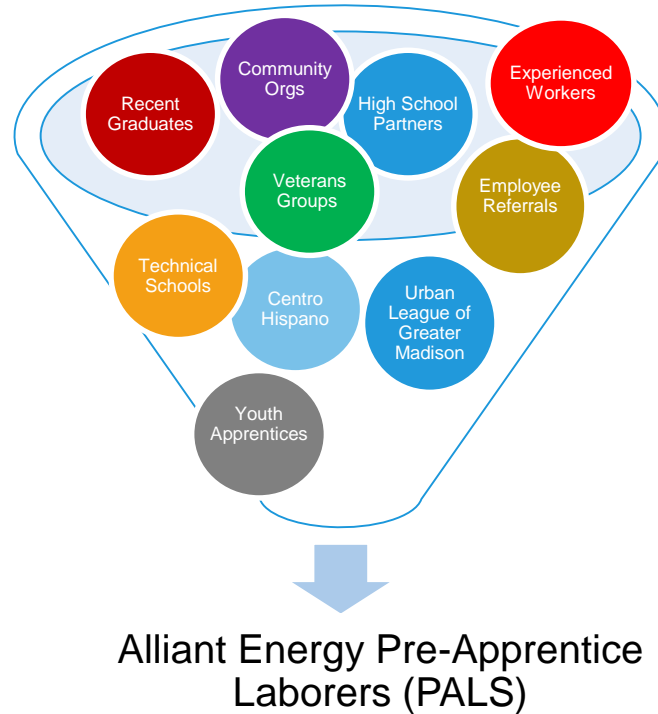
Program Overview



Desired Skills/Qualifications for PAL role

- High School Diploma or Equivalent
- Valid Driver's license and ability to obtain a class A CDL
- High degree of mechanical aptitude
- Ability to work outside in all weather conditions
- Customer Service Skills
- Strong exhibited work ethic
- Willingness to take instruction and learn the things needed to become a successful apprentice

Recruitment of Pre-Apprentice Laborers



Screening Process for PAL Applicants

Hiring Pipeline



2020 Pre-Apprentice Class



Youth Apprenticeships

- Alliant Energy is currently working on developing and building a robust Youth Apprenticeship program to assist us with our future workforce needs.
- In 2019-2020 we had youth apprentices located in field operations centers in both Iowa and Wisconsin

Youth Apprenticeships

Our Youth Apprenticeships have taken two different paths

1. Formal, State Sponsored Pre-Apprenticeship:
 - Structured, curriculum and set of learning objectives
 - Goals for on the job learning and corresponding coursework
 - High school is coordinated to accommodate work schedule (~10-20 hours per week)
 - More like a internship
2. Informal, Student Worker/Work Study
 - Partnership with high school to identify a interested student and work out schedule
 - No formal tie to educational curriculum
 - More like a part-time job

Youth Apprenticeships Outcomes

While we are early in our Youth Apprenticeship journey, we have had some early success!

**Blut Htoo, Alliant Energy Youth Apprentice
06/2019-06/2020**



Youth Apprenticeships Outcomes

- Blut Htoo was introduced to us by the faculty of Marshalltown High School in Marshalltown, IA during his junior year.
- Blut's family immigrated to Marshalltown, IA as refugees from Myanmar during his high school years

Youth Apprenticeship Outcomes

- When Blut joined our Marshalltown crew he had little to no utility experience and had only done some very basic construction work.
- Our Operations Managers, field employees and technical training staff worked together to ensure that Blut received a well rounded summer experience and was effectively utilized.

Youth Apprenticeship Outcomes

Blut's Duties/Achievements:

- Performed meter reading
- Served as a groundsman for our electrical crew
- Trained on and received his CDL
- Assisted & trained with gas crews during maintenance and inspections, meter exchanges.
- Assisted in the storeroom by moving material
- Received his forklift license

Youth Apprenticeship Outcomes



Next Steps:

- As a result of his pre-apprentice experience with Alliant Energy, Blut has decided to enroll in the Utility Technician program at Marshalltown Community College.
- Through the Alliant Energy Foundation, we were able to provide him with a partial scholarship to help defray the cost of attending.
- It is our hope that upon his graduation that he will rejoin our team at Marshalltown Operating Center!

Youth Apprenticeship Outcomes

David Lux:

- Joined our team in March 2020
- We identified David through our partnership with Janesville High School and Wisconsin Department of Workforce Development
- David is working in the Alliant Energy meter shop in Beloit
- “Formal” state sponsored youth apprenticeship
- To successfully “complete” his youth apprenticeship, he has a academic curriculum he must complete and work related skills he must become proficient in.

Youth Apprentice Outcomes

Construction Pathway Check the Appropriate Division:

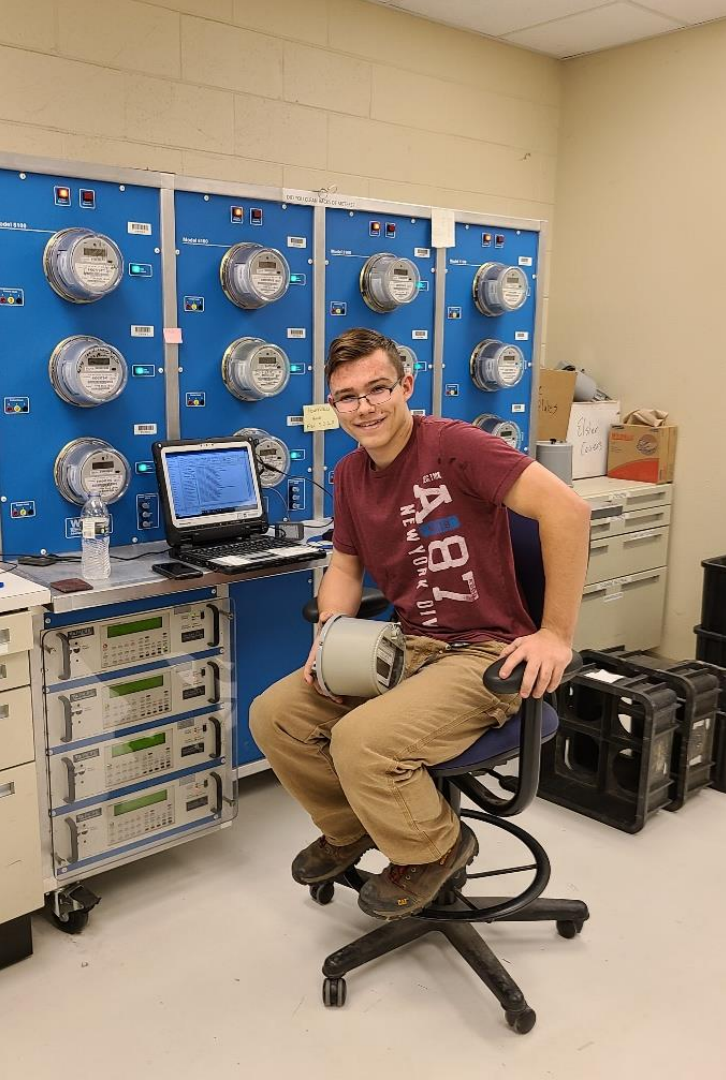
<input type="checkbox"/> Residential	<input type="checkbox"/> Commercial
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Electrical Fundamentals Unit	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Read blueprints, plans and specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Interpret symbols and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Identify job prep needs and develop job task plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Execute job prep needs as a coordinated effort	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Select tools and materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Use hand tools and light duty tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Operate tools and equipment safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Assist with the installation of materials per job specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Demonstrate accuracy in measuring using various instruments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Maintain clean and safe work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Clean up work area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Practice quality craftsmanship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Assist with cutting wire, cable, conduit and raceway, cording and cutting chasses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Assist with pulling wires and attaching wires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Assist with receiving of Electric Protective Equipment (EPE)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Assist with shipping of electrical metering equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Assist with calibration and test of equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rating Scale:

- 3 = Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior
- 2 = Meets entry level criteria | Requires some supervision | Often displays this behavior
- 1 = Needs improvement | Requires much assistance & supervision | Rarely displays behavior

Additional Comments –



Youth Apprenticeship Outcomes

- As a result of his summer experience, David has decided that he would like to stay on with Alliant Energy after he completes his youth apprenticeship. We are actively working on identifying an opportunity for him to do so.

Questions



Appendix

