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# PROJECT TEAMS

## 2023 Year In Review And 2024 Plans





# Grow Team Update | Ron Graber

TEAM	GOAL	Q4 2022	Q1 2023	Q2 2023	Q3 2023	Q4 2023
GROW	<b>Learning Lab Trailer Designed &amp; Built</b>	Modify trailer to incorporate any lessons learned post-demonstrations		Identify modifications to the demonstration displays/videos/QR site		
			Revise Operating Agreement after 1st uses of trailer if needed			
	<b>Successful implementation and use of the trailer</b>	Improve the scheduling process	Identify events that could be targeted for demonstration for Q1 and Q2		Identify events that could be targeted for demonstration for Q3 and Q4 with a focus on Careers in Energy Week	Identify and schedule any known 2024 events
		Define metrics to track use (# of events, location, type of event, # of attendees)		Report out on metrics and usage at May WEWC meeting		Define any program changes required before 2024
		Define feedback process for event leads to provide feedback on demos and trainers	Identify and train additional individuals at each organization to be demonstrators.	Incorporate feedback from events into the demos	Review current trainers and add or delete from roster	
			Move trailer to NW WI for spring career fairs			
			Update website with additional materials to promote usage of the trailer		Define and plan for any additional equipment needs (Is one trailer adequate, do we need to incorporate other skill sets, etc)	
	<b>Draft a plan around the need for a 17<sup>th</sup> Career Cluster for Energy</b>	On Hold to allow Career Pathways to proceed first   Revisit in 2023			Evaluate the need to proceed with a Career Cluster	

# 2023 Grow Team Goals

## 2023 Grow Team

### 2023 MLL Activity

- Approx 20 events all across the state
  - Career Fairs
  - Contractor Events
  - Train the Trainer
  - State Fair
  - STEM Events
- Approx 15,000 attendees
- Spring and fall are the busiest times





# 2024 Grow Team

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## 2024 MLL Activity

- 8 events already booked
  - UW Platteville (2)
  - JP Cullen
  - Kids Wind Challenge
  - WTEA Conference
  - American Family Field
  - Build My Future (2)

# 2024 Grow Team

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- Finish Operating Agreement
  - Annual process rather than each event
- Develop a more visible scheduling process
  - Event and location
  - Date and duration
  - Requester and member volunteer
  - # of people in the audience and age group
- Develop metrics to track the above information
- Begin to analyze the need for additional MLLs or equipment to enhance awareness

Inspire & Educate: Create a Healthy Push for Progress

Highlight Best Practices/New Ideas each month - sharing stories, examples

hr.research  
INSTITUTE  
POWERED BY HR.COM



### The Future of Diversity, Equity and Inclusion 2022

Incorporate new DEI initiatives to foster strong employee relationships and increase organizational success

**Xcel Energy**  
**UNCONSCIOUS BIAS AND MICRO-INEQUITIES**

Research shows that traditional training on its own is not enough to change a culture. With that in mind, this training is designed to not only educate but to bring an awareness to your own unconscious bias. It will also include best practices to help you translate this awareness into actionable and inclusive behaviors.

**▶ START**

This lesson contains audio. Please ensure your speakers are on. Click START to begin.

# DE&I Update | Brooke Card/Jackie Stark

# DE&I Team Outcomes | 2023 Review



## 2023 DEI Discussion Series

- Measuring Impact

### ANSWER CHOICES

I did not attend for this topic

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I took learnings back to my organization.

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I implemented something that I learned about this topic at my organization.

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I have future plans to implement something that I learned about this topic.

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Other (please specify)



# DE&I Team Outcomes | 2023 Review



## 2023 DEI Discussion Series

- Topic: Community/Education Partners
  - 75% took learnings back to their organization
  - 25% have future plans to implement something learned about this topic
- Topic: DEI Training
  - 75% took learnings back to their organization
  - 25% implemented something learned about this topic at their organization
- Topic: Employee Resource Groups
  - 50% took learnings back to their organization
  - 25% implemented something they learned about this topic at their organization
  - 25% have future plans to implement something learned about this topic at their organization

# Survey respondents said...



**60% said meeting objectives completely aligned with their expectations**

40% said somewhat aligned



**60% always felt comfortable expressing opinions during the meeting**

40% said Yes, sometimes



# 2024 Goals:

## Measuring Success



1/30/2024

## Engagement & Progress Surveys

- a. Continue to have monthly meetings with topics and best-practice sharing. Take time during each DEI committee meeting to survey impact of the meeting and plans to implement learnings.
- b. Do end of year survey on implementation and achievements.

# 2024 Goals:

## Support Adjacent Committees



1/30/2024

### Getting EIF in front of students

- a. NOW: find volunteers in your company to join that committee!
- b. FUTURE: sharing contacts of potential schools, teachers, and nonprofits to teach the curriculum

### Contractor Diversity Pipeline

- a) NOW: Stay updated
- b) FUTURE: To be determined

**Discover a Career as a Lineworker**

**START HERE**  
 HIGH SCHOOL DIPLOMA OR GED  
 MINIMUM CREDENTIALS  
 2-3 YEARS EXPERIENCE

**LEARN MORE/EARN MORE**  
 EDUCATIONAL OPPORTUNITIES FOR ADVANCEMENT  
 FIELD TECHNICIAN, LEADER, SUPERVISOR  
 SUPERVISOR  
 SUPERVISOR

get into energy

#lineworker #lineworkers #lineworking

**LINWORKERS**

**Discover a Career as a Natural Gas Technician with an Energy Contractor**

**START HERE**  
 HIGH SCHOOL DIPLOMA OR GED  
 MINIMUM CREDENTIALS  
 2-3 YEARS EXPERIENCE

**LEARN MORE/EARN MORE**  
 EDUCATIONAL OPPORTUNITIES FOR ADVANCEMENT  
 FIELD TECHNICIAN, LEADER, SUPERVISOR  
 FOREMAN  
 GENERAL FOREMAN/SUPERINTENDENT

get into energy

#naturalgas #naturalgas #naturalgas

**NATURAL GAS TECHNICIANS**

**Discover a Career as a Transmission & Distribution Technician**

**START HERE**  
 HIGH SCHOOL DIPLOMA OR GED  
 MINIMUM CREDENTIALS  
 2-3 YEARS EXPERIENCE

**LEARN MORE/EARN MORE**  
 EDUCATIONAL OPPORTUNITIES FOR ADVANCEMENT  
 FIELD TECHNICIAN, LEADER, SUPERVISOR  
 FOREMAN  
 GENERAL FOREMAN/SUPERINTENDENT

get into energy

#transmission #transmission #transmission

**TRANSMISSION & DISTRIBUTION TECHNICIAN**

**Discover a Career as a Natural Gas Technician**

**START HERE**  
 HIGH SCHOOL DIPLOMA OR GED  
 MINIMUM CREDENTIALS  
 2-3 YEARS EXPERIENCE

**LEARN MORE/EARN MORE**  
 EDUCATIONAL OPPORTUNITIES FOR ADVANCEMENT  
 FIELD TECHNICIAN, LEADER, SUPERVISOR  
 FOREMAN  
 GENERAL FOREMAN/SUPERINTENDENT

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#naturalgas #naturalgas #naturalgas

**NATURAL GAS TECHNICIAN**

**Discover a Career as a Natural Gas Service Technician**

**START HERE**  
 HIGH SCHOOL DIPLOMA OR GED  
 MINIMUM CREDENTIALS  
 2-3 YEARS EXPERIENCE

**LEARN MORE/EARN MORE**  
 EDUCATIONAL OPPORTUNITIES FOR ADVANCEMENT  
 FIELD TECHNICIAN, LEADER, SUPERVISOR  
 FOREMAN  
 GENERAL FOREMAN/SUPERINTENDENT

get into energy

#naturalgas #naturalgas #naturalgas

**NATURAL GAS SERVICE TECHNICIAN**

**Discover a Career as a Wind Technician**

**START HERE**  
 HIGH SCHOOL DIPLOMA OR GED  
 MINIMUM CREDENTIALS  
 2-3 YEARS EXPERIENCE

**LEARN MORE/EARN MORE**  
 EDUCATIONAL OPPORTUNITIES FOR ADVANCEMENT  
 FIELD TECHNICIAN, LEADER, SUPERVISOR  
 FOREMAN  
 GENERAL FOREMAN/SUPERINTENDENT

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#wind #wind #wind

**WIND TECHNICIAN**

**Discover a Career as a Solar Photovoltaic (PV) Installer**

**START HERE**  
 HIGH SCHOOL DIPLOMA OR GED  
 MINIMUM CREDENTIALS  
 2-3 YEARS EXPERIENCE

**LEARN MORE/EARN MORE**  
 EDUCATIONAL OPPORTUNITIES FOR ADVANCEMENT  
 FIELD TECHNICIAN, LEADER, SUPERVISOR  
 FOREMAN  
 GENERAL FOREMAN/SUPERINTENDENT

get into energy

#solar #solar #solar

**SOLAR PHOTOVOLTAIC INSTALLER**

**Electrical/Power Engineers Putting STEM to Work**

**What will you do?**

- Design and develop electrical systems
- Perform calculations and create drawings
- Test and troubleshoot electrical equipment
- Supervise construction and installation
- Ensure compliance with safety and regulatory standards

**What qualifications do you need?**

- Bachelor's degree in Electrical Engineering
- Professional Engineer (PE) license
- Strong analytical and problem-solving skills
- Excellent communication and teamwork abilities
- Attention to detail and safety-conscious mindset

get into energy

#electrical #electrical #electrical

**ELECTRICAL/POWER ENGINEERS**

**Mechanical Engineers Putting STEM to Work**

**What will you do?**

- Design and develop mechanical systems
- Perform calculations and create drawings
- Test and troubleshoot mechanical equipment
- Supervise construction and installation
- Ensure compliance with safety and regulatory standards

**What qualifications do you need?**

- Bachelor's degree in Mechanical Engineering
- Professional Engineer (PE) license
- Strong analytical and problem-solving skills
- Excellent communication and teamwork abilities
- Attention to detail and safety-conscious mindset

get into energy

#mechanical #mechanical #mechanical

**MECHANICAL ENGINEER**

**Environmental Engineers Putting STEM to Work**

**What will you do?**

- Design and develop environmental systems
- Perform calculations and create drawings
- Test and troubleshoot environmental equipment
- Supervise construction and installation
- Ensure compliance with safety and regulatory standards

**What qualifications do you need?**

- Bachelor's degree in Environmental Engineering
- Professional Engineer (PE) license
- Strong analytical and problem-solving skills
- Excellent communication and teamwork abilities
- Attention to detail and safety-conscious mindset

get into energy

#environmental #environmental #environmental

**ENVIRONMENTAL ENGINEERS**

**ENERGY CAREER TEAM**

RESPONSIVE  
 M&E  
 ACCOUNTING  
 BEHAVIOR  
 PUBLIC SERVICE

WE ENERGIES  
 ELECTRIC  
 LEADER  
 CUSTOMER SERVICE  
 COMMUNITY RELIABILITY

WISCONSIN PUBLIC SERVICE  
 ALLIANT ENERGY SERVICE

get into energy WISCONSIN



# Outreach Team Update | Annette Krutz





## EXAMPLES

Outreach Team Update | Annette Krutz



# Contractor Diversity Pipeline | Ron Graber (for Troy Schneider)

# Contractor Diversity

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## ➤ 2023 Accomplishments

- Established a plan to create a pipeline of diverse candidates into the contractor workforce
- Worked with the utilities to get agreement on the approach
- Worked with the unions to establish pay rates for this entry level work group
  - Semi-skilled
- Employees, if successful, could move into an apprenticeship role



# Contractor Diversity

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## ➤ 2024 Goals

- Finalize unit rates between the contractors & utilities
- Select some pilot programs across a couple utilities to work out the bugs & details
- Develop and agree upon parameters ie. SOP across all the WEWC members
- Develop scholarship opportunities to either Missouri Valley Line School or Tech Schools

# Contractor Diversity

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- Develop relationships with different groups to help us find candidates ie. Big Step, etc.
- By the end of the year be in full swing bringing employees into the contractor diversity pipeline on projects across Wisconsin & all the utilities

# Energy



Energy Generation, Transmission, and Distribution

Energy Career Pathway <Name of Region> 2022-2024		
EXPLORE: Click on the links to find the job titles that seem most interesting to you to learn more! Save any jobs you are interested in from this career pathway in your XELLO account so that you can create an Academic and Career Plan (ACP) later on.		
Educational Level May also require work experience	Energy Generation & Conservation	Energy Transmission, Distribution & Storage
High School Diploma, Certification	<a href="#">Solar PV Installer</a> * <a href="#">Electrical &amp; Gas Power Line Helper</a> ○ <a href="#">Utility Locator</a> * <a href="#">Vegetation Management</a> <a href="#">Customer Service Rep</a> * ○ Range \$xxx,xxx-xxx,xxx	
Certification or Technical Diploma	<a href="#">Distribution Generation Operator</a> ○ <a href="#">Solar/Wind Energy Technician</a> * ○ <a href="#">Building Automation Technician</a> * <a href="#">Energy Auditor</a> ○ <a href="#">Residential HVAC Technician</a> * ○ Range \$xxx,xxx-xxx,xxx	<a href="#">Lineworker</a> * ○ <a href="#">Service &amp; Metering Technician</a> * <a href="#">Power Distributor &amp; Dispatcher</a> * <a href="#">Utility Technician</a> * Range \$xxx,xxx-xxx,xxx
Registered Apprenticeship	<a href="#">Substation Electrician</a> * <a href="#">Apprentice Plant Attendant</a> * Range \$xxx,xxx-xxx,xxx	<a href="#">Lineworker</a> * ○ <a href="#">Metering Technician</a> * <a href="#">Electrical Apprentice</a> * ○ Range \$xxx,xxx-xxx,xxx
Associate Degree	<a href="#">Substation Technician Electrician</a> ○ <a href="#">Electrical Drafter</a> ○ <a href="#">Electrical Engineer Technician/ Technologists</a> * ○ <a href="#">Civil Engineer Technician</a> * <a href="#">Nuclear Engineer Technician</a> * Range \$xxx,xxx-xxx,xxx	<a href="#">Lineworker/Service Technician</a> * ○ <a href="#">Mapping Technician/ GIS Technician</a> * ○ <a href="#">Electrical Technician</a> * ○ <a href="#">Gas Technician</a> * <a href="#">Systems Control Operator</a> <a href="#">Facilities Manager</a> * Range \$xxx,xxx-xxx,xxx
Bachelor Degree and beyond	<a href="#">Civil Engineers</a> * ○ <a href="#">Electrical Engineer</a> * ○ <a href="#">Wind Energy Engineer</a> * <a href="#">Petroleum Engineer</a> <a href="#">Solar Engineer</a> * <a href="#">Sustainability Specialist</a> ○ Range \$xxx,xxx-xxx,xxx	<a href="#">Specialist/Supervisor</a> * <a href="#">Data Scientist</a> * <a href="#">Cybersecurity</a> * <a href="#">Information Security Analyst</a> * ○ Range \$xxx,xxx-xxx,xxx
Postsecondary Options	Click <a href="#">HERE</a> for Postsecondary Options	Click <a href="#">HERE</a> for Postsecondary Options

\* BRIGHT OUTLOOK = these jobs are expected to grow in the future – which means more opportunities for you!  
○ XELLO = you can learn more and save this job in your Xello account (note: some job titles might look a little different in Xello)

## Other Energy Career Resources

- [Get Into Energy](#)
- [K12 Energy Education Program \(KEEP\) interdisciplinary curriculum](#)
- [K12 energy curricular resources](#)
- [The Energy Career Academy Framework](#)
- [The Energy Industry Fundamentals Certificate and Curriculum Modules](#) : The course is 130 hours (instructional time). Colleges that are offering the program for credit should work within their standard systems for assigning credit hours. High schools are encouraged to partner with postsecondary institutions to provide dual credit.
- [Wisconsin SkillsUSA](#)
- [First Robotics](#)
- [Clean Energy Careers Videos](#)

# Career Pathway Implementation | Jennifer Buchanan

