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

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

- 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





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

I took learnings back to my organization.

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

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

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

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

OCT TO WISCONSIN DY

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

















Annette Krutz

















Outreach Team Update | Annette Krutz







Contractor Diversity Pipeline | Ron Graber (for Troy Schneider)

Contractor Diversity

- >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

- >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

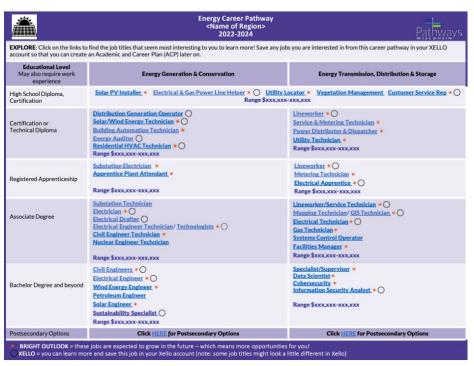
- Develop relationships with different groups to help us find candidates ie. Big Step, etc.
- By the end of the year be in full swing bringing employees into the contractor diversity pipeline on projects across Wisconsin & all the utilities

REGIONAL CAREER PATHWAYS / INDUSTRY SECTORS / ENERGY

Energy



Energy Generation, Transmission, and Distribution



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

