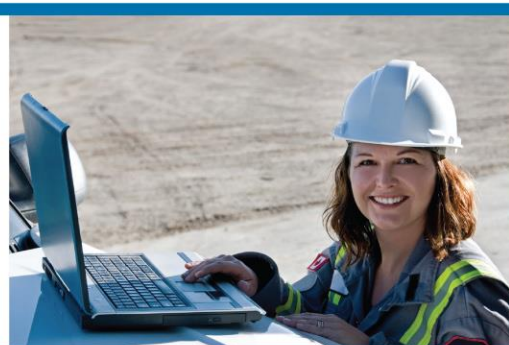
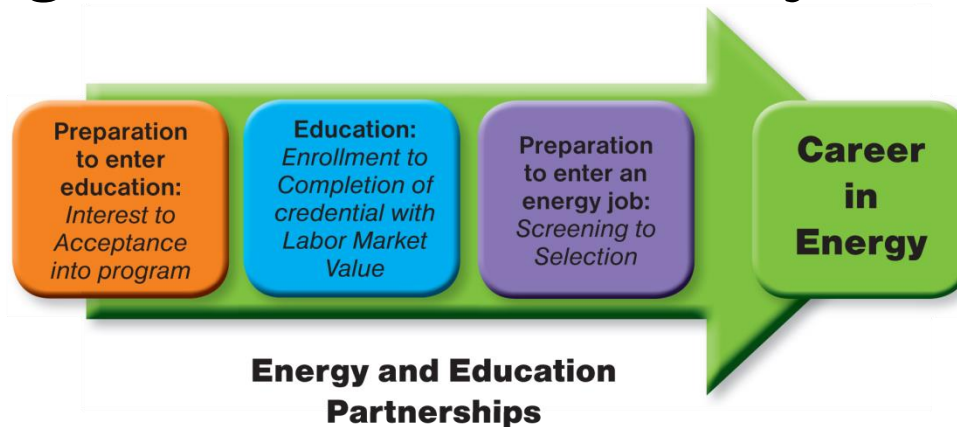


National Energy Education Network

Improving the Student Pathway to Success



The Supply Side of Workforce Planning – Education’s Role

Ray Kelly

Center for Energy Workforce
Development

Today's Objectives

- A basic understanding of WFP Model
- WHERE Educators fit
- What YOU can do to contribute to the process
- Begin to share best practice

To give YOU usable information to improve your work back home

Essential Elements of Strategic Workforce Planning



Strategic Workforce Planning



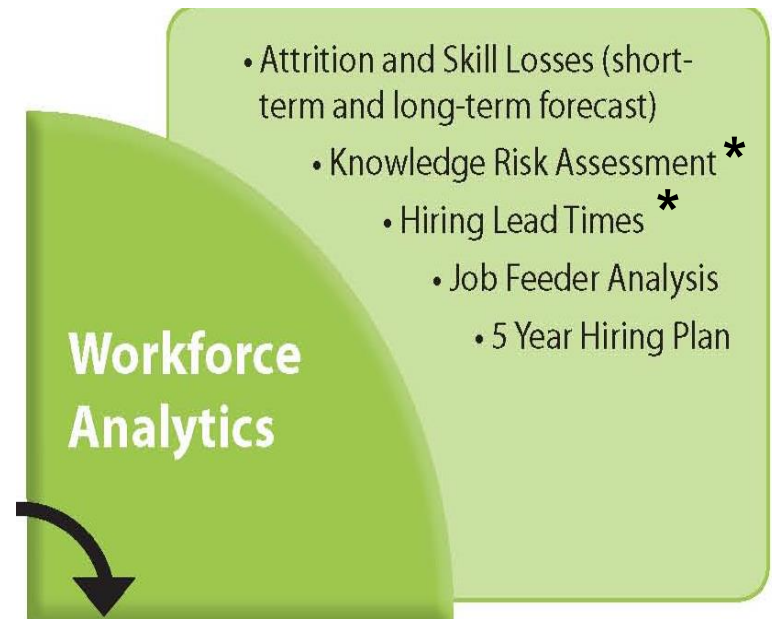
SWP enables us to evaluate workforce alignment to business strategy and identify risk to meeting organizations plans. SWP connects business , financial and workforce plan together.

HR Architected
&
Line Driven/
Implemented

Essential Elements of Strategic Workforce Planning

A clear definition of the need or “DEMAND” is critical

- Employee age, YOS, jobs/skills needed, diversity
- 3-5 year forecast, based on well defined assumptions
- Review “entire” career paths, not just entry level



- ❖ Knowledge = Competency Required
- ❖ Lead Time = Supply pipeline (timing)

Essential Elements of Strategic Workforce Planning

Develop internal and external solutions

- Internal
 - Hire experience?
 - Capture current knowledge
 - Gap training for current employees
 - Succession/talent planning
 - Grow your own; apprenticeships
- External
 - Recruiting strategy and programs
 - Understand supply ability
 - Build sustainable, versatile pipeline programs and relationships



Essential Elements of Strategic Workforce Planning

Measurement IS critical

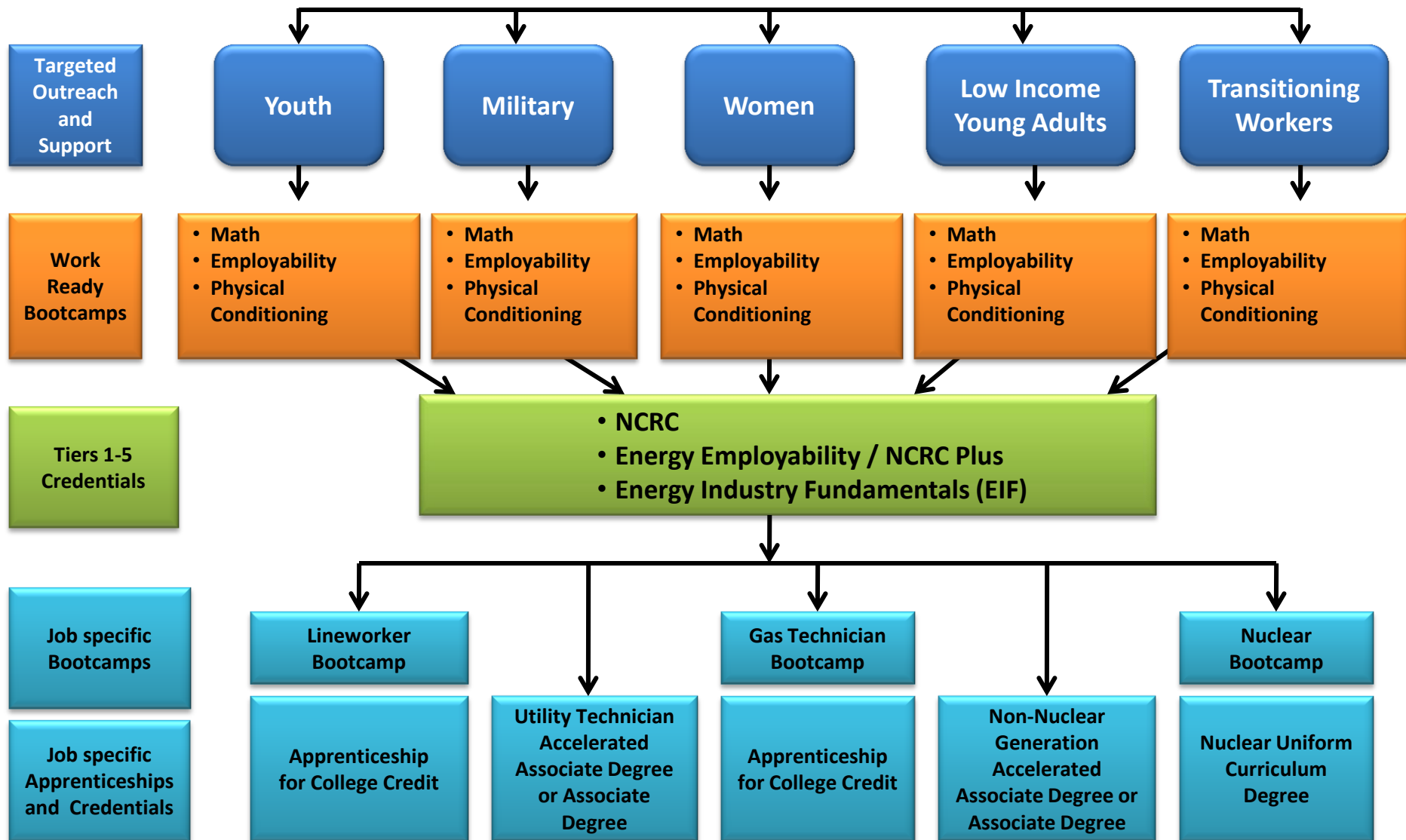
- Internal
 - Employee performance management
 - Retention strategies
 - Actual / forecasted attrition
- External
 - Actual / forecasted hiring
 - Supply pipeline numbers (1, 2, 3 years out)
 - Quality of supply (trend new hire out 2 years)

- Performance Management
- Actual vs Forecast Hiring (Entry level & Experienced)
- Quality of Hire
- Actual vs Forecast Attrition
- # Student enrolled and completing training program
- % passing each stage of process
- Reward and retain processes

**Execution
& Metrics**

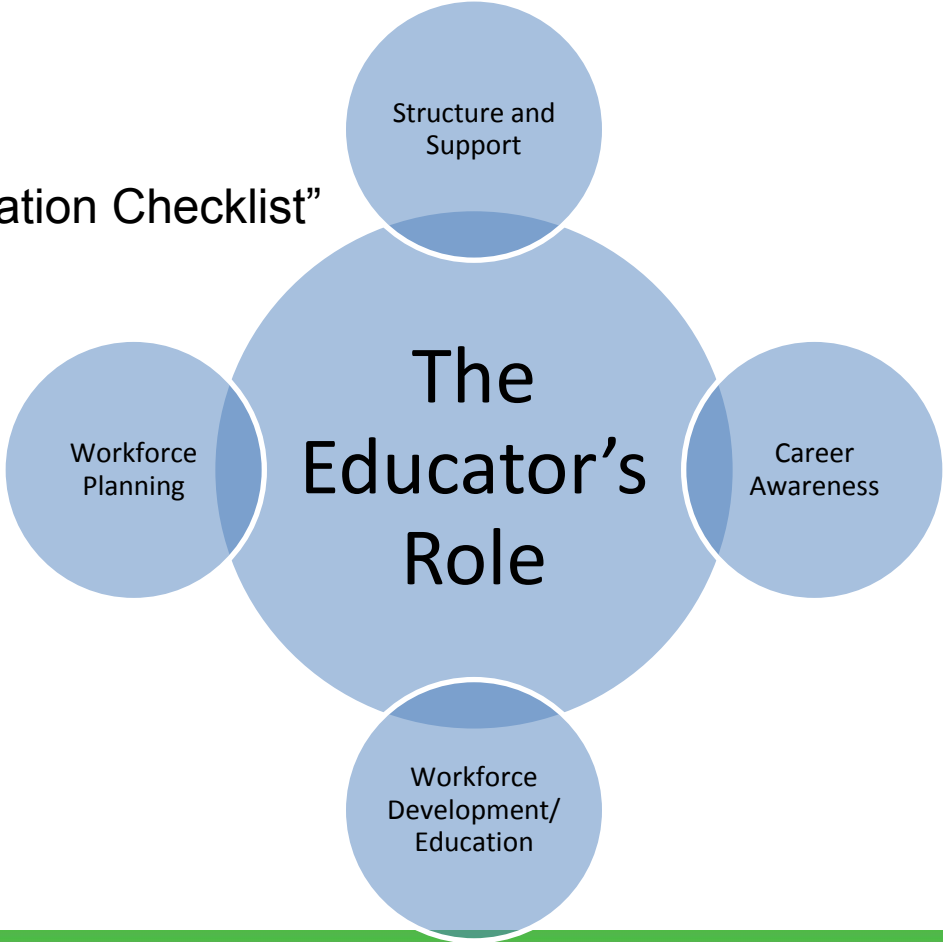
A Great Example of Supply Pipelines

Talent Sources - GIECP



Education's role is well planned in the workforce development process

Reference:
"Educators Implementation Checklist"



Structure and Support

- Learn and participate
- Leverage CEWD products and services
 - Career awareness
 - Workforce development
 - Education efforts
- State Consortium efforts

Career Awareness

- Educator strategic recruiting processes
 - Targeted outreach
 - Energy job promotion
 - Leverage S.T.E.M.

Workforce Development / Education

- Build energy job skill awareness
- Teach core curriculum for energy jobs
- Provide credentials, certificates, certifications and licenses required by industry
- Implement GIE Career Pathways Model
- Build additional services to support student success

Workforce Planning

- Be educated on the workforce planning process AND what your local/state/regional employers do
- Identify the key jobs YOU can support
- Map key jobs to credentials; gain high agreement for current/additional supply

Best Practices to SHARE

- At your table, take time to share any best practices YOU have
 - Examples of your work within your consortium
- OR**
- A quick self assessment; Where are you on the check list, in each section; Where could you use help getting to the advanced level?
- Elect one person from your table to explain one; a _ minute summary

Questions & Answer Session

