



April 20, 2022

PECO HELPER PRE-APPRENTICESHIP PROGRAM

Workforce Development | Keith L. Henderson



Company Overview

- Based in Philadelphia, PECO is an electric and natural gas utility subsidiary of Exelon Corporation the nation's largest competitive energy provider. PECO is the largest electric and natural gas utility in Pennsylvania, serving approximately 1.6 million electric customers and more than 532,000 natural gas customers.
- The PECO legacy is one of innovation and commitment to learning. It is also about a commitment to people... the customers throughout the service territory.





PECO Workforce Development

Through Corporate and Community Impact, PECO maintains longstanding partnerships with many community organizations to support workforce development initiatives across the Greater Philadelphia region. We continue to strengthen these relationships, to serve as a leader in building the energy workforce of the future.

Our Mission:

To enhance the employability of those who reside in the communities that PECO serves with particular emphasis on the underserved by creating opportunities inside and outside of the company.

PECO Workforce Development Team



Our strategic priorities focus on:

- Igniting STEM in young minds;
- Eliminating barriers to economic empowerment and
- Equipping adults and youth to become work ready, able to enter family-supporting careers

OUR TEAM

Sabrina Brooks, Sr. Manager

Michele Wells-Bates, Manager – Outreach and Programs

Keith Henderson, Manager - Technical Operations

Lauren Bell-Hunter, Business Analyst



Why Develop A Helper Pre-Apprenticeship Program

The experiences of tenured foreman, supervisors and managers gave voice to the ‘observed need to increase diversity’ in the field operations workforce. The Helper Pre-Apprenticeship program will develop experienced Apprentices before they enter an Apprenticeship program. There are people with talent potential that don’t even know these trades exist, after they discover us, it’s about leveling the playing field.

Creation of a “Helper Task List” per discipline, coupled with personal commitment and accumulated expertise in Electric and Gas Operations & Transmission established the framework for the Helper Program Orientation weeks and department rotations.

Development of the Helper Pre-Apprenticeship Program

The program planners (also called ‘the Working Team’) designed the program to remove ‘barriers to entry’ which have historically prevented minorities and women from gaining access to entry level utility ‘skilled trades’ positions or field operations laborer positions.

- ✓ Creates awareness of utility career opportunities
- ✓ Phase-1: Training Phase-2: Working in Crews
- ✓ Restructured HR interview
- ✓ Union position
- ✓ Drivers license not required to enter
- ✓ CAST/AMO Test not required to enter
- ✓ No prior utility knowledge required
- ✓ No physical assessment as part of interview
- ✓ CDL not required for admission
- ✓ One time transportation stipend





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Helper Position Description



PECO WORKFORCE DEVELOPMENT ANNOUNCES THE 2021 HELPER PREPARATION TRAINING PROGRAM

WHO CAN APPLY:

- Must be 18 years old
- Have a High School Diploma or equivalent
- Able to pass Criminal Background check
- Eligible to earn a PA Driver's License
- Must pass Drug/Alcohol Screening

To Apply, See:
www.exeloncorp.com/careers

TRAIN FOR ENTRY LEVEL FIELD OPERATIONS POSITIONS SUPPORTING:

- Aerial Lines
- Gas Division
- Overhead Transmission
- Transmission Maintenance
- Underground

**10 Weeks Rotation
Experience in the Field
with PECO Crews**

THIS PROGRAM OFFERS:

Phase 1: 13 weeks of training which will introduce new hires to:

- Safety in the Utility industry
- New Employee Onboarding Sessions
- Company organization and all levels of Management up to the CEO
- Industry/utility classes (Electric & Gas Fundamentals, Methods –digging, flagging, print reading, locating & inspecting utilities, ladder & manhole safety, and more)
- Preparation for electric and gas industry exams
- Job readiness skill building (financial literacy, digital literacy, team communications, basics of customer care, mentoring)
- CDL Training

Phase 2 : 24 Months

- Assignment to Aerial, Gas, Overhead, Transmission Maintenance or Underground
- Eligibility to apply for a PECO Apprentice School

PROGRAM BEGINS – OCTOBER, 2021

Recruitment Criteria

Desired Characteristics Sought in Applicants

1. Has earned a High School Diploma or an equivalent certification
2. Ability to pass pre-employment Drug & Alcohol Screening
3. Meets requirement for reading and math competency (8th grade level)
4. Willing to report (commute) to the different PECO work sites in Phila., Montgomery, Delaware, Bucks Counties
5. MUST pass CAST Test within 9 months from program start date
6. Eligible to earn a PA Driver's License within 9 months from program start date
7. Willing to work out of doors in all weather conditions
8. Willing to learn proper methods for carrying equipment, digging, flagging, locating
9. A good listener, able to follow instructions and take constructive feedback from experienced crew members
10. Able to lift up to 50lbs (equipment, materials, etc.)
11. Able to pass a Criminal background check

Recruitment of Helpers

- Approval for 20 Budgeted, Full Time Helpers
- 747 Applications Received
- 110 Interviews Conducted
- 23 Offers Extended

Profile of the Helper Class – 2021

- 15 Men (98% people of color)
- 3 Females-(2 Latina and 1 African American)



PECO HELPER CLASS 2021

Why was the development of the Helper program important to you?

“I feel very fortunate, for a variety of reasons, but primarily because I am Black, to have been employed as a Lineman/Foreman for over 35 years. There are many ways to give back, however, I personally feel there is probably no better way for me to give back than to help a young person seize the opportunity of a lifetime.”

– Awrey Bateman, PECO Aerial Lines Supervisor

Helper Program - Orientation

West Conshohocken Fire School

➤ Fire Extinguisher Training

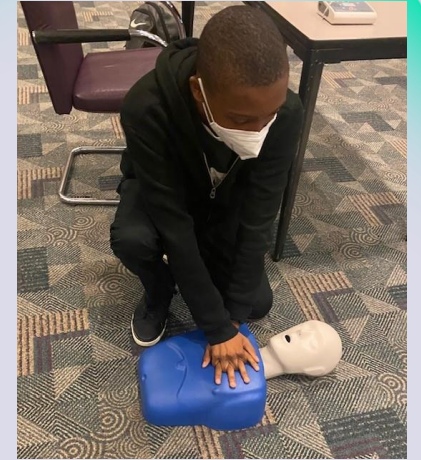
None of the Helpers had ever operated a fire extinguisher let alone “re-filled” a fire extinguisher after using it. Proper use of a fire extinguisher on a gas trench fire is crucial to saving lives and preventing a catastrophe



Helper Pre-Apprenticeship Program Outcomes

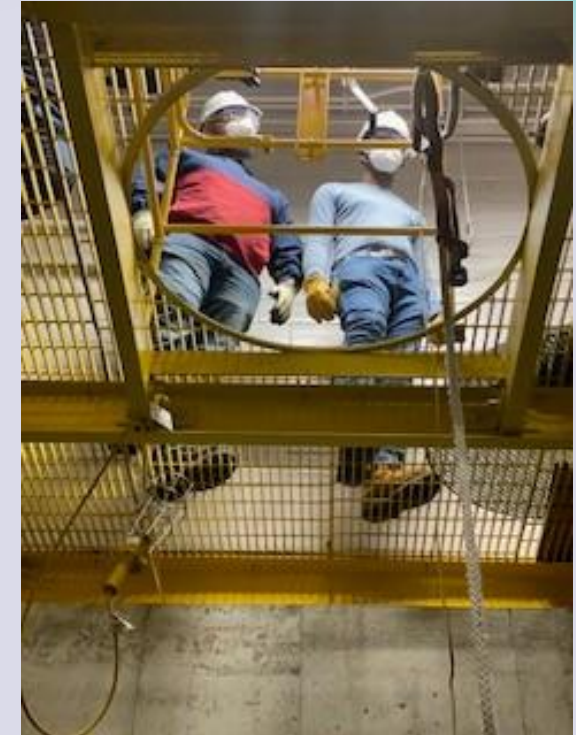
Completion of Phase 1 – Weeks 1- 13

- 16 of the original 18 Helpers completed Phase 1/Graduation Held Jan. 7, 2022
- November 2021 - CPR / AED and Flagger Certifications received
- December 2021 - CAST Test Results - 14 of 16 passed-(From 28% to 82%)
- January 2022 - AMO Test: 14 of 16 passed-(First attempt after prep netted an 87% pass rate)
- February 2022 - 14 of 16 passed Part 1 of CDL Training
- March 2022 - 3 out of 3 Without a Drivers License obtained their Drivers License
4 of 16 Helpers offered positions as an Apprentice in our Gas organization



Keys to Program Success – Lessons Learned

- ✓ Leadership support / Organizational Commitment
- ✓ Support of Craft employees
- ✓ Creation of “Helper” as a new role in the company
- ✓ Effective internal & external communication plan
- ✓ Solid candidate selection process
- ✓ Strong community partner relationships
- ✓ Mentors & coaches
- ✓ Program organization and execution
- ✓ Participant & community partner feedback



Program Sustainability – What's Next

- ✓ Helpers from 2021 class post for open permanent positions
- ✓ Sr. Management Approval for Helper 2022 Program
- ✓ 25 New Hires to be Admitted to the Helper 2022 program
- ✓ Resumption of the Internal Helper Program Design Team Sessions (Curriculum, Selection of Rotation Departments, Updating Task Lists & Scorecards)
- ✓ Continue the partnership with Community Partners for Recruitment
- ✓ Partnership with Transmission and Substations group to create a program for Dispatchers
- ✓ March 2022- Mock Gas Lab Assessment at Community Partner Site
<https://youtu.be/pT8MhSy3xTo>



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Meet the Helper Pre-Apprentice Class of 2021



Graduation, January 7, 2022

[\(2\) PECO Helper Pool Program Graduation - YouTube](#)

Presenter Contact Information



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“A successful economic and workforce development strategy must focus on improving the skills of the area’s workforce ”
-Keith Henderson



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At the end of the day, it's not about what you have or even what you've accomplished...It's about who you've lifted up, who you've made better. It's about what you've given back.
-Denzel Washington

I challenge everyone that heard this presentation to take this information back to your leadership and create a similar program in your communities

THANK YOU