

georgia energy & industrial construction consortium

OUR MISSION
To engage electric, nuclear, natural gas utilities and construction in strategic, unified, and results-oriented efforts to ensure a skilled workforce to meet future industry needs.

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Who We Are

GEORGIA ENERGY AND INDUSTRIAL CONSTRUCTION CONSORTIUM

GEICC was formed in 2007 to engage electric, nuclear, natural gas utilities and energy industry construction in strategic, unified, and results-oriented efforts to ensure a skilled workforce to meet future industry needs.

The consortium is incorporated as a 501(c)(6) non-profit organization. GEICC includes member representatives from investor-owned, municipal, and electric cooperatives, contractors to Georgia's energy industry, energy and contractor associations, state workforce development, education, and organized labor. GEICC was formed to help member companies work together to develop solutions to the coming workforce demands in the industry. It is the first partnership in Georgia between utilities, their associations, contractors and unions to focus the need to build a skilled workforce pipeline that will meet future industry needs.

In addition, GEICC has established partnerships with state education and workforce associations and organizations to leverage resources for existing and new initiatives. GEICC is also working with secondary and post-secondary educational institutions and the public workforce system to create workable solutions to address the need for a qualified, diverse workforce.



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Who We Are

GEICC is governed by a Board of Directors made up of industry leaders representing member companies. The Board strategies and imitative are supported and implemented by committees representing the diverse membership. GEICC Member Committee's charge:

Executive Committee:
Develops policy on organization issues, recommends the strategic plan and budget for approval by the Board, provides management guidance and oversight to GEICC operations, and provides support for the development of membership and alliances.

Career Outreach Committee:
Identify and administer targeted outreach programs promoting and educating pools of candidates and other influences on careers in energy and industrial construction utilizing the Get into Energy campaign.

Education Committee:
Establish and support performance based education programs for skilled, craft and professional labor. Establish alliances with educators and administrators for the development of entry level employees in critical skilled areas.

Funding and Resources Committee:
Identification, application, management and administration of funding opportunities that support energy and industrial construction initiatives. Seek and leverage funding opportunities from private and public sector to promote GEICC mission.

Industrial Construction Committee:
Develop a process to expand and grow the industrial craft workforce to build and maintain generation in Georgia.

Legislative and Policy Committee:
Champion legislative strategies that enrich the quality and delivery of education in the state of Georgia, positively impacting energy workforce development.

Member Relations Committee:
Plan and implement communication strategies to build a membership that promotes the efforts of the consortia.

Consortium membership is open to all companies, organizations and individuals that support the mission of GEICC. The benefits of membership include sharing of best practices, trends, and tools to support workforce development efforts; access to energy workforce supply reports and projections; audience with key energy stakeholders; inclusion in development of energy educational programs; partnership in grant applications and awards; access to outreach pipeline of skilled, craft and professional labor; and, networking with established alliances.

At the national level there are three drivers for workforce development in the industry.

- A need to balance supply and demand for the energy workforce in key job categories
- Reducing skill gaps in potential applicants
- New and emerging technologies that require additional skills

GEICC has worked to create alliances, processes and tools that address these drivers. GEICC's accomplishments are a clear illustration of the philosophy that we can create together what no one can accomplish alone.

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Member Companies

AGRANTWRITER
Atlanta & North Georgia Building & Construction Trades Council
Atlanta Electrical Contractors Association
Broadcast Solutions
Construction Education Foundation of Georgia - CEFGA
Electric Cities of Georgia
Enerfab, Inc.
Felcher First Class Consulting
Fluor Enterprises, Inc.
GA Trade Up Apprenticeship Program
Georgia AFL-CIO
Georgia Department of Education
Georgia Lineman's Rodeo Association
Georgia Power Company
Georgia Electric Membership Corporation
Georgia System Operations Corporation
Georgia Transmission Corporation
Governor's Office of Workforce Development
HB Training & Consultants
Irby Construction
Iron Workers District Council of The SE States
LT. Governor's Office
Municipal Electric Authority of Georgia - MEAG Power
Municipal Gas Authority of Georgia
Oglethorpe Power Corporation
Odle Management Group, LLC
Plumbers & Steamfitters Local Union #150
Savannah River Site Community Reuse Organization - SRSCRO
Shaw Power Group
SkillsUSA
Southern Company Services
Southern Nuclear
Southeastern Meter Technical Association
Technical College System of Georgia
Teton Industrial Construction
US Department of Labor Employment & Training Administration
U.S. DOL/Office of Apprenticeship
Utility Technology Association

2011 CALENDAR OF EVENTS

Board Meetings
April 18
October 17

General Membership Meetings
February 16
April 14
June 14
August 11
October 12
December 13

Executive Committee Meetings
January 12
March 14
May 9
July 18
September 6
November 6

Career Expo/Skills USA
March 16-19

First Robotics
March 17-19

GACTE Conference
July 10-13

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Grant Information

$2.5 Million won for the State of Georgia

Grant Opportunity	Addtional Information	Amount	Year Applied	Status
E.N.E.R.G.E Grant	• Timeframe: July 08 – July 10	$989,000	2008	Received
Lanier Technical College EUT Program w/ Federal DOL	• Technology grant to address technology materials and equipment needed to upgrade the EUT Program	$2.5 Million	2008	Applied – Did not receive
Gates Foundation 1	• Georgia one of five states awarded • Determining career pathways into skilled utility technician positions in the energy industry with pathways to higher-level jobs in a variety of work settings.	$300, 000	2009	Received
Governor's Workforce Development Energy Sector Grant	• Address anticipated demand for energy related workforce needs and construction jobs	$6 Million	2009	Applied – Did not receive
Green Grant w/ Department of Education - Office of Vocational and Adult Education Department	• Timeframe: Sept. 09 – July 10 • Partnership with: BOR, TCSG, Hall & Dekalb Co. Schools, CEFGA, UGA, SPSU • Working to build green focused programs of study in energy, construction, transportation and environmental issues. • Working committee attended training in Washington with representatives from other state committees Illinois, Ohio, New Jersey, and Oregon	No monetary value – travel expenses to training academy for educators, and 4 days with consultant paid in full	2009	
FOA 152 - Department of Energy	• GEICC Partner w/Ga. Tech – Power Eng. Certificate • Dekalb ELAC Program • EUT Colleges Applying - Savannah Tech	$7000,000	2009	Received (EUT Colleges – Savannah Tech)
ECGC Inc. Construction Trades Facility	• Will address the demand for energy related construction jobs that are scheduled to occur in the region **(Expansions** at Vogtle, Plant Summer, construction at Plant Washington and Oglethorpe Power facility in Warren County).	$5 Million	2009	Applied
Work Ready Region Grant - Bio Mass	• East Region Bio mass (Grant OPC Plant in Warren County, Wilkes, Lincoln, Glascock, Taliaferro, Hancock, Warren)	$400,000	2010	Applied
I3 – Investing in Innovation	• Formalize and maintain Career Academy Network	$30 Million	2010	Applied
Gates Foundation Grant	• Get into Energy Career pathway in Partnership with CEWD • 8 states will receive grant money	$75K (Over the two-three year grant)	2010	Received

Building Georgia's Future Energy and Industrial Construction Workforce

www.geicc.org

GEORGIA ENERGY AND INDUSTRIAL CONSTRUCTION CONSORTIUM

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Georgia to Launch Pilot Program to Train Low-Income, Young Adults for Skilled Energy Jobs

Georgia was one of eight states selected to launch a program in 2011 to train low-income, young adults for skilled energy jobs as part of a larger, eight-state initiative by the D.C.-based Center for Energy Workforce Development (CEWD) to build a better prepared energy workforce. The initiative has been made possible by a $1.37 million grant to CEWD from the Bill and Melinda Gates Foundation.

Using the Get Into Energy Career Pathways Model, GEICC will work with low-income, young adults (age 16-26) to assess their interest and skill levels for potential employment in skilled technician positions. Students will have an opportunity to earn "stackable credentials" through the project that focus on the foundational skills necessary to be successful in a variety of positions in energy. Following a pathways system of education, which might include boot camps, apprenticeships, certificate programs or an associate degree, the grant will be used to place qualified candidates into electric and natural gas utility jobs. Others will be referred to jobs in construction and manufacturing.

In Georgia, the Georgia Energy and Industrial Construction Consortium (GEICC) will focus on growing pathways for low income young adults using the Get Into Energy Career Pathway Model to fill energy skilled labor positions and will receive $75,000 over a three year period from CEWD as part of its grant from the Gates Foundation for the coordination and implementation of the pathways model.

The grant will also result in the creation of tools and processes that can be used by utilities, education institutions and the workforce system in not only the pilot states but in any state that wishes to implement the Career Pathways Model. For example, it will result in a career coaching training program and handbook, curriculum for a National Career Readiness Certificate, a framework and common curriculum for a plant operators and technicians accelerated degree program, and a project metrics and web-based tool for input and tracking, among other tools.

The Center for Energy Workforce Development is a non-profit consortium of electric, natural gas and nuclear utilities and their associations. It was formed in 2006 to help utilities work together to develop solutions to the coming workforce shortage in the utility industry. It is the first partnership between utilities, their associations, contractors and unions to focus on the need to build a skilled workforce pipeline that will meet future industry needs.

For more information on the GIE Career Pathways Model, please visit
http://www.cewd.org/documents/pathwayswhitepaper.pdf

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ENERGE Grant Special Activities Fiscal Year 2010

Summer Energy Camps – Colleges and grant partners spent approximately $6,000 to stage seven summer camps in various parts of the state. Utility partners included Crisp Co. Power Commission, Georgia Power Co., Georgia Transmission Corp., Satilla EMC, Southern Nuclear and Sumter Electric Membership Corporation. Non-utility partners encompassed Aramark Services, the Army Corps of Engineers, Associated General Contractors, Clayton Homes Manufacturing, CEFGA (a grant subrecipient), the Georgia Department of Labor, Georgia Southwestern State University, Habitat for Humanity Flint River, Miller Coors, the National Association of Women in Construction, National Education Energy Development, Sumter Co. Schools and Albany area WIA.

Albany Technical College hosted G.I.R.L.S. (Gumption, Innovation, Responsibility, Leadership, and Service) Summer Camp, an all-girl, three-day camp focusing on non-traditional occupations for women, especially construction. The high school students learned the basics of welding, single-phase wiring, carpentry, and CAD drawing. Partners included MetroPower, the Association of General Contractors, the National Association of Women in Construction, MillerCoors, Flint River Habitat for Humanity, and GEICC Partner the Construction Education Foundation of Georgia.

Augusta Technical College, working with Southern Nuclear, hosted its ENERGE Engineering Experience for middle school students. The camp focused on engineering and nuclear energy.

DeKalb Technical College in partnership with Georgia Power organized a Get Into Energy Summer Engineer Camp for rising freshmen at Arabia Mountain High School, which hosts DeKalb County School System's Environmental Energy and Engineering Magnet Program.

Lanier Technical College joined forces with Georgia Power and Hall County Schools to provide a week of energy related activities for 8th grade students. The eXtreme Energy campers toured the Buford Dam powerhouse and an electrical substation and then returned to the Lanier Tech campus to engage in hands-on activities related to the college's seven grant-related programs of study. The camp culminated in building and racing robots.

North Georgia Technical College hosted six separate camps: a Junior LEGO Camp and a LEGO Engineering Camp at its Blairsville, Currahee and Clarkesville campuses. Students participated in hands-on activities that opened the way for building and engineering concepts.

Okefenokee Technical College collaborated with Southern Nuclear to stage a Summer Energy Academy. Middle school students enjoyed a three-day academy consisting of tours of Waycross and Alma campuses and Southern Nuclear's Plant Hatch, Georgia's first commercial nuclear facility. Students also participated in a number of hands-on activities designed to spark interest in the energy industry as a career choice. Academy instructors used the National Energy Education Development (NEED) curriculum.

South Georgia Technical College joined with Georgia Power, the Crisp County Power Commission and the Sumter Electric Membership Corporation to state its Get Into Energy Camp 2010. Middle and high school students learned about sources of energy, conservation of energy and careers in energy. Students participated in fitness activities, safety demonstrations and electrical lineworker activities.

Building Georgia's Future Energy and Industrial Construction Workforce

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Our Alliances

Georgia Work Ready was launched in August 2006 by Governor Sonny Perdue and the Georgia Chamber of Commerce to improve the job training and marketability of Georgia's workforce and drive future economic growth for the state. It is the only initiative of its kind to be conducted through a partnership between a state government and state chamber of commerce, ensuring that companies can more reliably match the right people with the right jobs. Work Ready is based on a skills assessment and certification for job seekers and a job profiling system for businesses. By identifying both the needs of business and the available skills of Georgia's workforce, the state can more effectively generate the right talent for the right jobs. www.gaworkready.org

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The Center for Energy Workforce Development (CEWD) is a non-profit consortium formed to help energy companies work together to develop solutions to the coming workforce shortage and increase the number of diverse, qualified applicants who want to come to work in the industry. www.cewd.org

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CEFGA partners with construction companies, trade associations, the Technical College System of Georgia, and the Georgia Department of Education to support training programs and encourage students to pursue careers in construction. www.cefga.org

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SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled work force. SkillsUSA helps each student excel. www.skillsusa.org

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FIRST was founded in 1989 to inspire young people's interest and participation in science and technology. Based in Manchester, NH, the 501 (c) (3) not-for-profit public charity designs accessible, innovative programs that motivate young people to pursue education and career opportunities in science, technology, engineering, and math, while building self-confidence, knowledge, and life skills. www.usfirst.org

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Work Ready

What if employers had an assessment tool that was free and helped determine the work readiness of an applicant? Wouldn't that be a win-win! Well in Georgia, employers have that opportunity. GEICC is proud to align ourselves with the Georgia Work Ready program.

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Some of the industry-related jobs already profiled include the following:

ENERGY

- Electrical Engineering Technician
- Electrical Engineer
- Electrical Power Line Installer and Repair
- Meter Reader
- Power Generating Plant Operator (except auxiliary equipment operators)

CONSTRUCTION

- Construction Laborer
- Electricians
- Pipe fitters
- Welders-Fitters
- Plumbers

Employers who take advantage of Georgia Work Ready not only save money on the cost of a job profile (estimated at $2,000), by hiring work-ready applicants additional savings can arise from reduced turnover, reduced training costs, and higher productivity.

To learn more about Georgia Work Ready, please visit their web site at www.gaworkready.org.

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STEM and Energy Industry

Since 2003, The U.S. Department of Labor has announced 22 investments totaling more than $37 million to address the workforce needs of the energy industry. The U.S. Department of Labor's Employment and Training Administration (ETA) has sought to understand and implement industry-identified strategies to confront critical workforce challenges. ETA has worked with the energy industry to identify its hiring, training, and retention challenges in its sectors ranging from oil and gas to utilities and mining.

The challenges faced are far too complex for one institution or industry sector to solve alone. Solutions are based on the energy industry's priorities that address the following issues:

- Employers expect that up to half of their current workers will retire over the next five to 10 years.
- Stereotyping of energy careers as unstable, dirty, and low-skilled causes qualified workers, especially youth, to be unaware of the many highly skilled, good-paying career opportunities.
- Many training programs were scaled back or closed due to a downturn in the industry in the late 1980s and early 1990s. Programs have not ramped up at the same rate as the industry's need has rebounded.
- Employers in all sectors of the industry need workers who are more proficient in math, science, and, especially, technology than workers in the past.
- Creative solutions are necessary to help experienced workers, who will be retiring, transfer their knowledge and skills to their replacements and to help new workers gain necessary skills as quickly as possible.
- Few industry-defined, portable credentials have been developed in the energy industry. Additionally, some energy occupations lack unambiguous career ladders necessary for changing a perception that working in the industry is a viable career choice.

According to the National Science Board's 2010 Science and Engineering Indicators, only 5 percent of college graduates in the United States major in engineering, compared with 12 percent of European students and 20 percent of those in Asia. The report also notes that the performance of elementary and secondary school students in the United States lags behind many nations on international assessments of mathematics and science. If we are to be globally competitive, it is imperative that our schools do a better job of generating interest in careers that have science, technology, engineering, and mathematics (STEM) as their cornerstone.

http://www.doleta.gov/BRG/Indprof/Energy.cfm

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