



# 6

decades of  
Investing in our  
employees

**Dave Parkhill**

Oct. 1, 2018



CHELAN COUNTY

# Why we're here

Review program changes over the years

Hear how it's working

Understand value for employees & customer-owners

Celebrate 62 years of success

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***For your information, no action requested***

# How we got here

Started Oct. 18, 1956

334 District employees have completed apprenticeships  
in a variety of crafts



# Program revitalized in 2011

Strategic priority to invest in our employees

Apprenticeship program 2007-2018

**51 employees completed program:**

- » Generation mechanics
- » Generation wiremen
- » Lineman
- » Electric utility technician



# Where we are

## **APPRENTICES ENROLLED:**

12 Generation Mechanics

2 Generation Wiremen

2 Linemen

1 Electric Utility Technician

## **REQUIREMENTS:**

Must complete 2,000 hours of (OJT) each year

3-4 year programs

Apprentices also must complete a minimum of 144 Related Supplemental Instruction (RSI) classroom hours each year. In some cases, this is over 200 hours.

Instructors are District employees



# Value of apprenticeships for our customer owners

“Cream of the crop” employees enter the apprenticeship program

Per U.S. Department of Labor, registered apprenticeship programs have high retention rates.

91 percent of apprentices stay in their job after completing the program.

»The District’s retention rate of apprentices from 2003-2018 is **91 percent**.

»The District’s retention rate of **other** skilled crafts workers from 2003-2018 is **76 percent**.

Keeps highly-skilled workers at Chelan PUD

Our employees invest in the apprentices by being instructors.

»We have 14 instructors across the program.

District supporting 12 students in 2018.

»**36 students since 2012**

# Value of apprenticeships for PUD employees



Instructor  
Technician

**ERIC STEELE**

Instructor for Generation Wireman  
apprentices

Share the process of developing  
classroom curriculum for apprentices  
including various projects and testing.



Apprentice  
Generation Mechanic Apprentice

**JUSTIN WILKINSON**

A veteran

Partnership on G.I. Bill benefits with  
Veterans Administration (state approved)



Graduate  
Distribution Stations Superintendent

**BRIAN LOWE**

Lessons learned still relevant  
& valuable today

# 62 YEARS OF SUCCESS

## Chelan PUD's Apprenticeship Program 1956 to now & into the future:

Senior Management Team and Commission support key to program success

Supports strategic priority to invest in PUD employees

Customer-owners see benefits in retaining highly skilled workforce

Employees benefit from investing in their skills & widening their career path

## QUESTIONS?

