



## Job Readiness Initiatives

Aug. 21, 2017  
Board Presentation

# Project Objectives

From 2015 Strategic Plan:

- Economic Development
  - Develop utility-focused education and mentoring programs (two-year commitment)
- Reinvestment
  - Create partnerships or programs to develop the skills of local job applicants

# Initiatives

- Fill position dedicated to achieving objectives
- Conduct a community needs assessment
- Develop criteria & guidelines for use of District resources for community education efforts
- Participate in Apple STEM Network
- Provide learning/work opportunities

# Dedicated Position

- Partnership with External Affairs
- Position filled October 2016 by Mario Cantu
- Internally, Mario worked closely on Public Power Benefit priorities with Visitor Center, Recruiting, External Affairs and Engineering & Project Management
- Externally, Mario developed relationships with community agencies to engage future workers to create a pipeline of local talent for the future



# Community Needs Assessment

- Partnering with Our Valley Our Future we discovered workforce skill gaps that affect hiring:
  - Poor communication skills (81%)
  - Poor work habits (78%)
  - Lack of job-specific/occupational skills (70%)
  - Lack of qualifications/experience (66%)
  - Lack of employer awareness of programs and resources available locally to address deficits

# District Contribution Guidelines

- Criteria & guidelines to use when potential educational partnerships are identified and that meet audit requirements
- Examples include:
  - North Central Educational Service District: revitalize our electrical safety education program for 2017 – 18 K-2. Currently in the approval process.
  - Mechista (MEChA) Conference, Pathways to College (NWMF) & 2017 Mini-Makers' Fair



# Community Partnerships

## Wenatchee Valley Community College

- College Assistance Migrant Program (CAMP) – student tours, presentation on PUD careers
- Industrial Technology Program – student tours, presentation on PUD careers
- Automotive Technology, Welding/INDT – student tours and presentations on PUD careers planned
- Bachelor of Applied Science curriculum in Engineering Technology





# CAREERS AFTER SCHOOL

## FLEET SERVICES



### EXPERIENCE THESE JOBS

- Services Supervisor
- Equipment Specialist
- Fleet Technician
- Fleet Service Person
- Mechanic
- Fleet Student
- Shop Mechanic,
- Parts and Maintenance Coordinator

### Hands-on Activities

- Touch a Truck
- Use a Torque Wrench
- Operate a Crane

**APRIL 19, 2017**  
**5:30-7 PM**

**CHELAN COUNTY PUD**  
137 Wenatchee Ave. Wenatchee WA



Open to all 6-12th grade students  
Includes light refreshments and prizes

**TO REGISTER: EMAIL TESS@WENATCHEE.ORG**



# CAREERS AFTER SCHOOL

Fish & Wildlife

**APRIL 20, 2017**  
**5:30-7:00**  
**CHELAN PUD**  
327 N. WENATCHEE AVE

- Hatchery Maintenance & Operations
- Wildlife Biologist
- Fisheries Biologist
- Natural Resource Management
- Hydro & License Compliance
- Environmental Coordinator
- Public Manager
- Water Resources Specialist

For 6-12th Grade Students and Their Parents  
(Light Refreshments Provided)

To register:

tess@wenatchee.org  
(509) 663.2116



Explore watercraft  
Try on specialized gear  
Use spotting scopes & binoculars



# Visitor Center Partnership

## Wenatchee Learns Connect

- Careers After School
  - Fleet Services
  - Chelan Fish and Wildlife
- Connect students and their support networks to local business community.
- Help students make decision about future career goals through education, engagement, and exposure to multiple career options
- Provide opportunity for students to go behind the scenes at area businesses and explore careers through hands-on experiences.



## Apple Stem Network Accepts \$111,000 Grant from Washington STEM

The grant is to execute a locally developed business plan designed to help teachers and students benefit from project-based learning. It was matched by \$100,000 in local contributions to support STEM programs in school districts.

# Apple STEM Network

Inspire youth to STEM career pathways that are fueling our local workforce. Conduit for students toward STEM fluency, opening the door to new opportunities and careers in our valley and stimulate economic development. Our participation:

- College and Career Expo
- STEM Legislative Forum
- Apple STEM Learning Tour
- Employee Profiles
- Wenatchee Mini Maker Faire (planned for 2017)

PIZZA, POP & POWER TOOLS

THANK YOU TO OUR SPONSORS





**Journeyman Doug Plinski and niece Charly  
at 2016 Pizza, Pop and Power Tools**

# More Community Partnerships

- Wenatchee School District
  - Pizza, Pop and Power Tools – 8<sup>th</sup> Grade Girls
- WorkSource and SkillSource
  - Annual program for recently separated Veterans
  - Workshops presented twice annually for women, minorities and/or unemployed or low-skilled workers in federally-funded programs
- Wenatchee Valley Technical Skills Center
  - Opportunities for future events with automotive and information technologies

# Outreach Programs & Events

- **Discover Us!** – targeting ethnically diverse adults
- Annual WHS / WVC and University night –
- Wenatchee High School English as a Second Language class presentation



# Pathways to College



# More Outreach Programs and Events

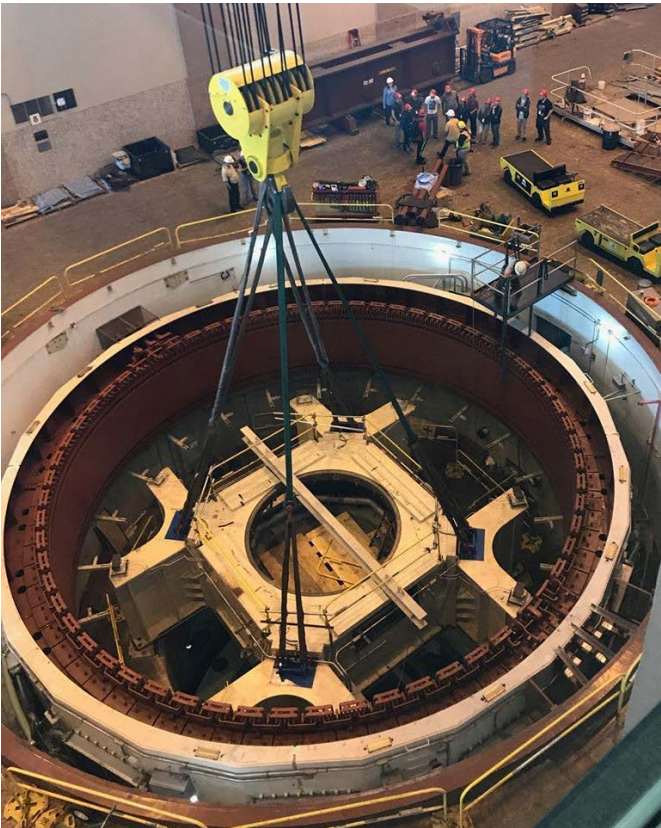
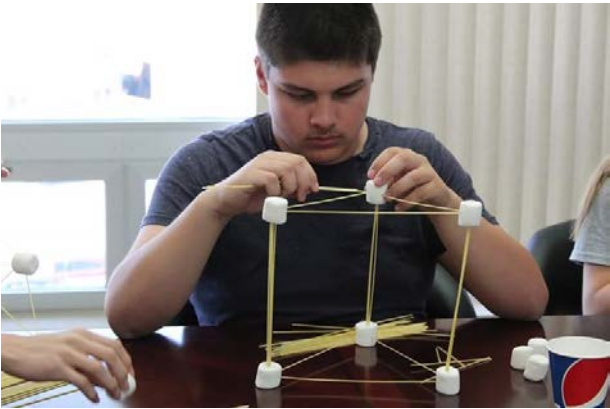
- NW Mariachi Festival (Pathways to College) – High School Students
  - Workshop presentation to more than 300 students
  - Showcase diversity of employment at the District
  - Presented information related to internship student job opportunities
- Movimiento Estudiantil Chicano de Aztlan (MEChA / Mechista)
  - Regional Conference sponsor
    - Promote Chelan PUD as an employer of choice
    - Promoted STEM & career connective learning curriculum with Chelan PUD and community partners.

# Student Interns



# Provide Learning and Work Opportunities

- Provide student internship opportunities – the number of positions available has increased from about 8/year to 11 or 12/year with an additional 2 positions requested for 2018 to support the BAS in Engineering Technology program.
- Provide job shadow opportunities:
  - 2017 – 25 to date
  - 2016 – 23
  - 2015 – 33
- Revised Policy #202 to double the annual amount of educational assistance available to District employees
  - Increased from \$6,000/year to \$12,000/year



**HYDRO STEM ACADEMY**

**ENGINEER and DESIGN**

TRY YOUR OWN DESIGN  
EXPERIENCE A SOLAR CAR CHALLENGE  
BUILD A HYDROELECTRIC MICRO-ROBOT

**FWEE**  
Hydropower  
and STEM Career  
Academy

June 19-23  
Rocky Reach Dam, Wenatchee, WA

LEARN HOW TO BE AN ENGINEER  
EXPERIENCE A SOLAR CAR CHALLENGE  
BUILD A HYDROELECTRIC MICRO-ROBOT  
APPLY NOW AT [FWEE.ORG/ACADEMY](http://FWEE.ORG/ACADEMY)

# Visitor Center Programs and Events

- Hydropower STEM Academy – High School Students; conducted in partnership with Foundation for Water & Energy Education (FWEE)
  - Included in-school presentations in Chelan, Douglas, Okanogan and Grant county schools to promote the STEM Academy
- River of Power – Hands-on program of history, math, science and writing lessons focused on the Columbia for all 4<sup>th</sup> graders (public and private) in Chelan and Douglas counties; conducted in partnership with the Educational Service District.

# More Visitor Center Events

- Science Adventure Week for 1<sup>st</sup>-3<sup>rd</sup> and a week for 4<sup>th</sup> – 6<sup>th</sup> grades, includes art classes among other cool stuff
- Wenatchee River Salmon Festival for 3<sup>rd</sup> and 4<sup>th</sup> grades
- 3D Geocache challenges at 3 dams.



# More Visitor Center Events

- River Ramble – Storytelling, music, native plants, Native American life and local animals and reptiles, happening in May
- Fall Harvest Round-up
- Public Hard Hat Tours – July 15<sup>th</sup> and 22<sup>nd</sup>
- Senior Tri-Dam Tour – August 8<sup>th</sup> and September 5<sup>th</sup>; Hispanic Tour Sept. 23
- School tours, tours and more tours – (1,100 conducted to date)





# Discussion



# Appendices

- [Our Valley Our Future Needs Assessment Report](#)
  - How We Learn and Create
- [Public Power Benefit Job-Readiness Funding Guidelines](#)