

Allegheny Conference on Community Development

Workforce Experience Tour

September 18, 2017



Welcome

- Safety Message
- Workforce Development Approach
- Electric Distribution Technology Program Overview
- Talent Acquisition Strategy
 - Leadership vision and commitment
 - Skilled and professional job opportunities
 - Diversity efforts/challenges
 - Partnership with public education
- Tour of WR Training Facility



Safety Message

Warren Stough – Director, Safety & Operation Services

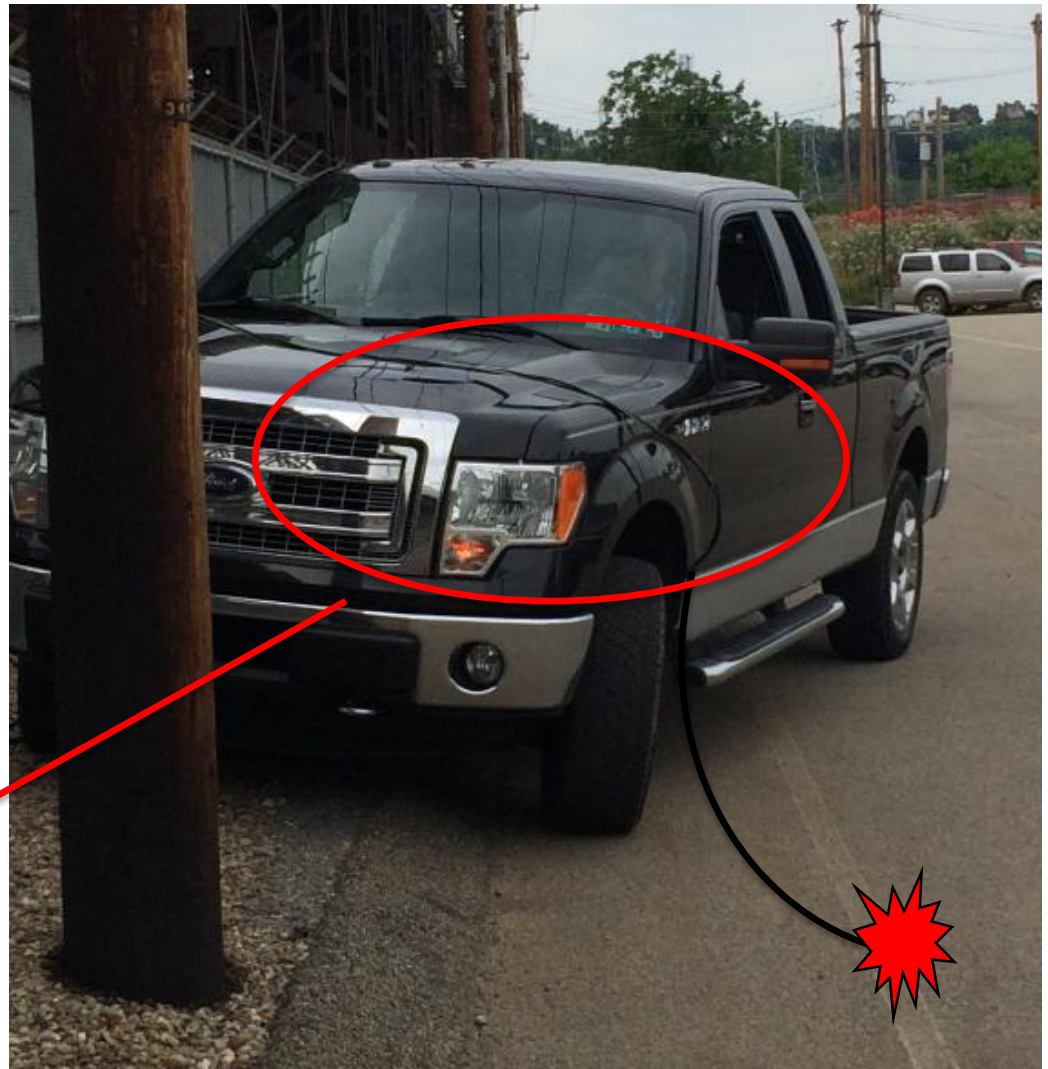
Scenario 1: Stay in your vehicle until it is safe to exit

You contact a utility pole with your vehicle and there is a downed energized line on your vehicle.

What do you do?

Your safest option is to remain calm and stay in your vehicle until emergency or utility personnel deem it safe for you to exit the vehicle.

Downed Wire Across Your Vehicle



Witness/Rescuer – STAY AWAY

If you come across a vehicle accident and see a wire laying on the ground or near the vehicle, keep your distance **do not** approach the vehicle.



Scenario 2: Your vehicle is on fire and you must exit safely

How to Exit Your Vehicle

Your vehicle has caught fire and you must exit safely

How do you exit the vehicle?

The only reason to exit your vehicle prior to emergency or utility personnel deeming it safe to exit is if your vehicle is on fire.

The safest way is to jump away from the vehicle without touching any part of it while you contact the ground with your feet, keeping your feet together



How NOT to Exit Your Vehicle

Do NOT make contact with your vehicle in any way while exiting! While your vehicle is energized the electricity could pass through your body to ground, and the result could be fatal.



Voltage Gradient and Step Potential

After jumping from your vehicle, keep your feet together and shuffle or hop away until you are at least 35 feet away from your vehicle.

WHY? – Step Potential
Voltage gradient – as you get farther from the source, the lower the voltage.

A Difference in Voltage Levels Can Be Fatal



Keep your feet together and in a shuffling motion exit the energized area

Voltage Gradient and Step Potential

How NOT to exit the Voltage Gradient Area:

The voltage drops the farther from the energized vehicle the voltage difference is dangerous.

Each foot can be in a different voltage gradient if you take a normal step, which could be fatal.

ALWAYS KEEP YOUR FEET TOGETHER!





Company Overview

Rich Riazzi – President & CEO

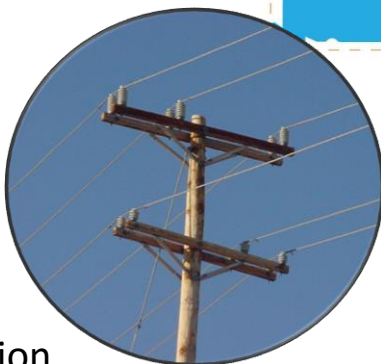
Duquesne Light Co.

Overview



Customers

590,000 customers
89% residential



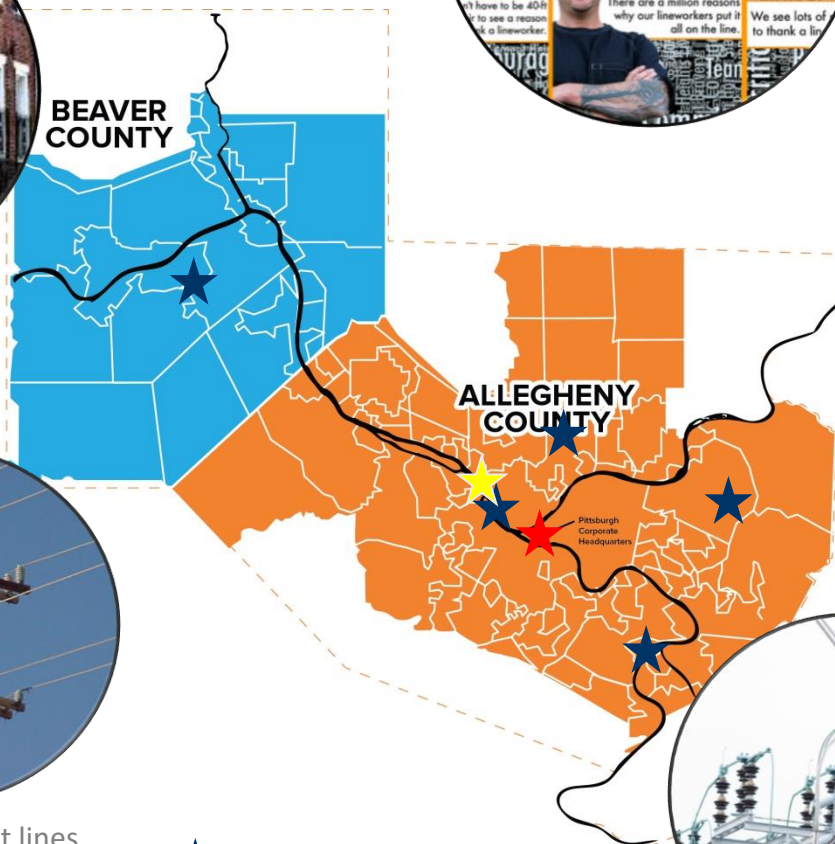
Distribution

7,200 miles of distribution circuit lines
250,000 poles
108,000 transformers

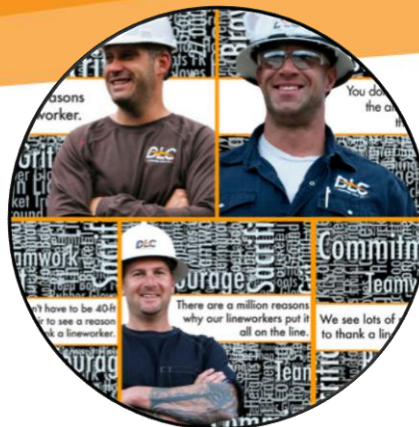


Service Territory

Western PA
817 square miles



- ★ Service Centers
- ★ Woods Run Complex
- ★ Corporate Headquarters



Employees

1,500



Transmission

690 miles of high voltage
transmission lines



Substations

430 Substations

Woods Run Training Facility

- Located on New Beaver Avenue on the North Shore
 - Opened in May 2006
 - 48,000+ sq. ft., including 24,000 sq. ft. of interactive training space
 - More than 700 employees trained each year
- Facility highlights
 - Replica substations, manholes and underground transformer vaults
 - Indoor overhead pole building with observation balcony
 - Simulated outdoor area with operational overhead and underground service equipment
 - 266-person assembly area, which can be divided into three classrooms





Workforce Development Approach

Warren Stough – Director, Safety & Operation Services
Ben Cain – Manager, Workforce Development

Workforce Development



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Workforce Development

Workforce Development (Training) develops, conducts, and records all required training for employees in the Operations group. These jobs include:

- Overhead Lineman
- Underground Splicer
- Electrical Equipment Technician (Substations)
- Protection & Control Technician
- Troubleshooter/Senior Operator

Types of training include:

- Classroom & field simulation
- Apprentice progression training
- Skills development
- CDL training
- New procedures, tools, equipment



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Apprentice Programs

Operations Apprentice Training

- 72 employees in the Overhead Apprenticeship
- 19 employees in the Underground Apprenticeship
- 19 employees in the Electrical Equipment Technician Apprenticeship
- 16 employees in the Field Operations progression
- 14 employees in Protection & Control progression

Annual Operations Compliance Training

- 2017 – more than 675 employees received training covering:
 - Environmental Management
 - Fire Extinguisher
 - 3-Part Communication
 - Pole Top Rescue
 - Bucket Truck Rescue
 - Dog Bite Prevention
 - PennDOT Flagger
 - Enclosed Space Non-Entry Rescue
 - Blood Borne Pathogens



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EDT Program

Electrical Distribution Technology Program

Partnership between DLC & CCAC to train the next generation of skilled craft utility workers

- Entry point in to the DLC Overhead & Underground Apprentice programs
- 1 year, 44 credit Certificate program
- Mix of practical and academic courses
- Obtain Pennsylvania Class A CDL
- 2 paid Co-Op/Intern opportunities
- 3 available scholarships
- Successful graduates will be considered for positions with Duquesne Light, however, graduation does not guarantee employment.



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EDT Program

Application Process

Apply

- Application Process set to open January 2018 on Duquesne Light Website
- www.duquesnelight.com/careers

CAST Test

- Construction and Skilled Trades (CAST)
- Graphic Arithmetic
- Mechanical Concepts
- Reading for Comprehension
- Mathematical Usage

Wood Pole Tryout

- 3- Day Event
- Physical Demonstration
- Aptitude
- Following Directions
- Comforts at heights and enclosed space
- Background and Drug Test

Interview

- In-Person
- Phone Screen



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Lineworker vs Electrical Engineer Compensation

Lineworker

- EDT Program (12 months) at 18 years old making \$17,500
- Hired as Apprentice Lineworker (5 years) at 19 years old making \$65,000-75,000
- Progress to Journey Lineworker at age 24 making \$85,000-110,000
- Career earnings at age 24 is \$425,000-500,000
- Student Loan Debt = \$0

Electrical Engineer

- Attend Pitt or Penn State for Electrical Engineering at \$35,000 per year
- Cost of college:
 - 4 years = \$140,000
 - 5 years = \$175,000
- Starting salary as Electrical Engineer at age 23 is \$65,000-75,000
- Career earnings at age 24 is \$130,000-150,000
- Student Loan Debt = A lot of \$\$\$\$\$



Talent Acquisition Strategy

Todd Faulk – Vice President, Human Resources

DLC Workforce Renewal

The Duquesne Light workforce has changed dramatically over the last 4 years due to a high number of retirements throughout the organization and new positions created due to regulatory requirements. Currently 22% of our employees are eligible for retirement over the next 5 years.

• Duquesne Light employees as of 12/31/2012	1,298
• Total number of external hires from 2013-2016	783
• Total number of terminations from 2013-2016	539
• Duquesne Light employees as of 12/31/2016	1,542
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• Net gain of employees in 4 years	244

Diversity & Inclusion

Recruiting & Initiatives

- **The Diversity & Inclusion Committee**
 - Comprised of a cross-section of Duquesne Light team members at various organizational levels, ethnicities, and gender to assist in recruiting efforts
- **DLC Careers Section on Company Website**
 - A new Duquesne Light careers section launched in July 2017 that contains information regarding our diversity & inclusion program and company initiatives.
- **DLC Diversity & Veterans Career Fair**
 - Duquesne Light hosted a Diversity & Veterans career fair in November 2016 that attracted 125 attendees and yielded 1 FTE (female veteran at Manager level) and 2 contractor hires.
- **Electrical Distribution Technology Program**
 - Cast a wide net to diverse organizations, local politicians, diverse churches and diverse school districts
 - Offer scholarships to women and minorities

Diversity & Inclusion

Partnerships

- **Partner with the Pittsburgh Public School District**
 - Build relationships with the high school Principals and Guidance Counselors
- **Partner with local CTCs, tech school and community colleges**
 - Hosted career days on DLC property
 - Presented to Directors representing 33 CTC schools in western PA at the regional administrator meeting
 - Presented to the CTC classes at Steel Center CTC, Beaver County CTC, Brashear H.S. (Automotive CTC) and Alderdice H.S. (Engineering CTC)
- **Pittsburgh Promise**
 - Host career days whereby a number of diverse students will spend a half-day learning about job opportunities at DLC

Veterans Recruiting & Initiatives

- **DLC Veteran Population**
 - DLC currently has 95 veterans employed.
 - Over the last 2 years, we have hired 37 veterans, which is 39% of our veteran workforce.
- **S.E.R.V.I.C.E. (Search, Engage and Recruit Veterans Into Civilian Employment)**
 - Veterans recruiting program that has included attending career fairs at Ft. Bragg, Ft. Campbell, Ft. Drum, Norfolk Naval Base and local reserves bases.
- **The Veterans Committee**
 - Comprised of a cross-section of Duquesne Light team members at various organizational levels that served in the military to assist in recruiting efforts and company veteran's initiatives
- **DLC Careers Section on Company Website**
 - Information dedicated to veterans, which includes information regarding our veteran's benefits, veteran employee testimonials, and upcoming recruiting events.
- **DLC Veteran Recognition Luncheon**
 - Duquesne Light hosts an Armed Forces Day recognition luncheon for all Company veterans.

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Questions?

Thank you!

