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Building Future Workforce Capability

Presented by Susan Johnson



Building Future Workforce Capability

To build our workforce, we need to

- Continue to identify and address current and long-term workforce needs
- Sustain an emphasis on building skills and capabilities through employee and leadership development
- Recruit and retain employees with the competencies and expertise needed in the future



Recruitment Highlights

We recruit for

- **Executive / Sr. Managers**
- **Professional**
- **Administrative**
- **Technical / Craft (Union)**
- **College Relations Program**



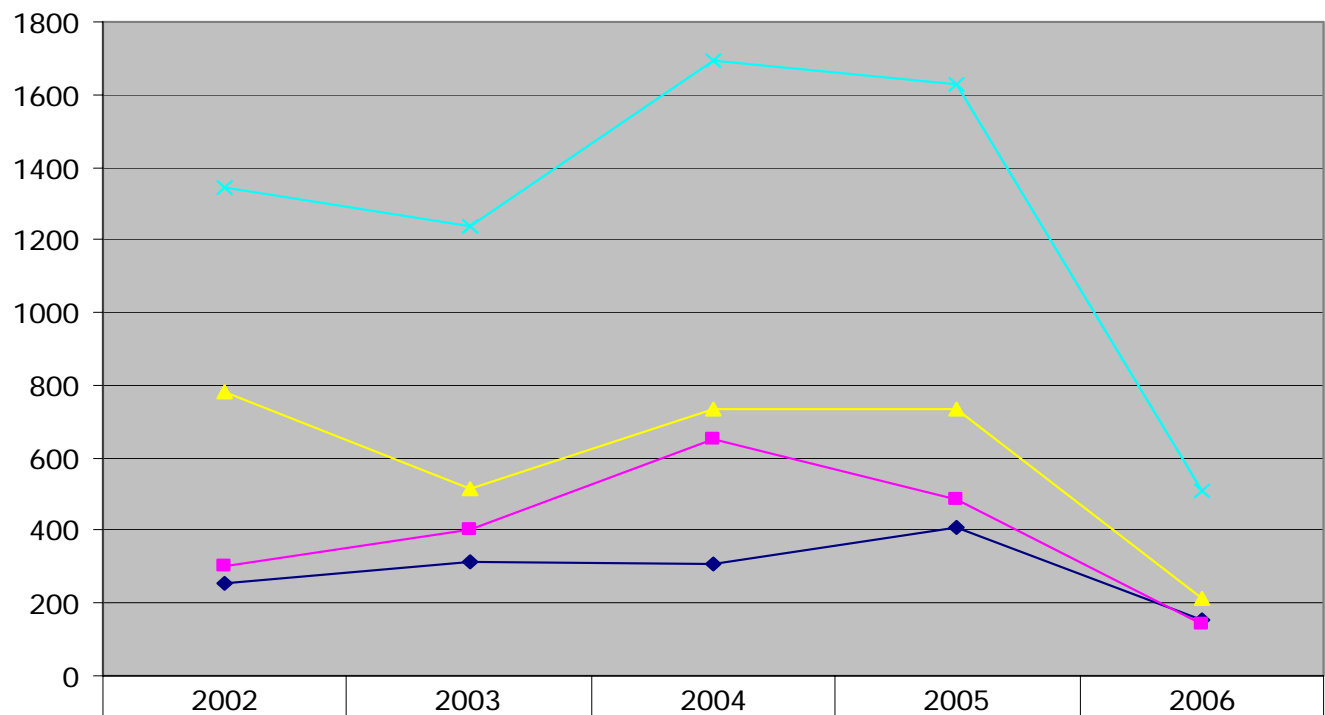
Recruitment Challenges

- **Aging Workforce / Retirement Bubble**
 - 13% of all employees are eligible to retire in 2006
 - 35% of all employees are eligible to retire in 2009
- **Changing Demographics of the Workforce**
- **Increased competition for quality talent**
- **Relocation Challenges**
 - “Rising Southern California Real Estate Prices”
- **On-going – Regulatory & Compliance**



External Hiring Trend

External Hires Last 5 Years



◆ Exempt	257	316	307	407	151
■ Non-exempt	303	405	652	485	143
▲ Union represented	784	518	737	737	213
× Total Hires	1344	1239	1696	1629	507



Assessment Tools

- **Aptitude tests**
 - Tests used to assess combinations of job-related aptitudes and abilities (e.g., reading comprehension, math, spatial visualization, and mechanical ability)
- **Assessment centers**
 - A series of role plays, exercises, interviews, and/or written materials that simulate actual job tasks, duties, and competencies.
- **Competency interviews**
 - Interviews designed to assess the capabilities of candidates on job-related competencies. Competency interviews use a standard set of questions, rating scales, and objective scoring procedures
- **Job knowledge tests**
 - Typically multiple choice questions relating to different knowledge areas in which a candidate must be proficient upon entering a job



Future Workforce Capabilities



- **Financial Expertise**

- Shifting core competencies emphasizing Risk Management Skills, Cost Benefit Analyses, Rate Based Financial Systems



- **Engineering**

- Common Engineering Core Competencies and Skill Sets across SONGS total Engineering for the strategic deployment of Engineering talents. Rigorous adherence to of Engineering Discipline and Practices

- **Technical**

- Decommissioning Expertise, Spent Fuels Storage, Nuclear Operations and Maintenance



- **Leadership**

- Understanding, appreciation and transfer of Supervisory, Management and Leadership knowledge and skills needed in a regulated industry
- Acquisition of Leadership Strategies and Methods Effective in Attracting and Retaining the Next Generation Talent Pool

Workforce Strategy

Build and Expand Programs

- High School Alliances
- Education Programs
 - New Era Awards for Excellence K-12
 - Public Scholarship Program
 - Teachers for Tomorrow Scholarship Awards
 - National Board Certification Scholarship for Teachers
- College Relations Program
- MESA Partnership
- SCE Leadership Development Programs
- Executive Leadership Program
- Leadership Cross-training Program
- Leadership Grant Program
- Frontline Leadership Training Program
- Leadership @ EIX
- Catalog
- Future Leaders



College Program Objectives

Enhance SCE's Talent Pipeline by Actively Recruiting -

- Student interns (part time during the academic year & summer hire program)
- Recent College Graduates (entry-level exempt positions) for Rotational Training Programs
- Community College/Trade Schools Graduates (semi-skilled & apprenticeship programs)
- MESA and other related programs, e.g. INROADS Scholars



Pipeline Schools



- Arizona State
- Azusa Pacific
- Cal Poly Pomona
- Cal Poly San Luis Obispo
- Cal State Fullerton
- Cal State Long Beach
- Cal State Los Angeles
- Cal State Northridge
- Cal State Chico
- Cal State Dominguez Hills
- Chaffey University
- Chapman University
- Copper Mt College
- Cornell University
- Golden West
- Hampton University
- Harvey Mudd
- Indiana University
- Loyola Law
- Loyola Marymount
- Mt. San Antonio College
- Mt. St. Mary's College
- New Mexico State
- Northern Arizona University
- Northwestern University
- Oregon State
- Palomar College
- Pasadena City College
- Pepperdine University
- Princeton University
- San Diego State
- Stanford
- UC Berkeley
- UC Davis
- UC Riverside
- UC San Diego
- UC Irvine
- UC Los Angeles
- UC Santa Barbara
- University of Arizona
- University of Connecticut
- University of Maryland
- University of Michigan
- University of Mississippi
- USC
- Wesmont College

Represented Disciplines

- Accounting
- Biology
- Business
- Communications
- Computer Information Systems
- Economics
- Engineering
 - Chemical
 - Civil
 - Electrical
 - Geo-environmental
 - Industrial
 - Mechanical
 - Nuclear
 - Power
- Finance
- General
- Geography
- Graphic Design
- Health Physics
- Human Resources
- IT
- Law
- Liberal Arts
- Marketing
- Management
- Political Science
- Physics



Job Skills Partnership (“JSP”) & Connected Program

Program Objectives

- Provide mentoring, training, and employment to High School junior and senior students
- Instill importance of education
- Encourage continued education to colleges or trade schools
- Employment for 2 – 4 hrs a day during the school year
- Program includes represented and non-represented positions



Q & A

Susan Johnson

Manager, Recruitment & College Relations

susan.johnson@sce.com

[go to www.edisonjobs.com](http://www.edisonjobs.com)

