

Talent Management & Inclusion

Human Resources

What Is PowerPathway™?

Launched in 2008, PowerPathway is a nationally-recognized workforce development model that aligns with line of business to create a qualified and sustainable pipeline of candidates for PG&E and the utility industry through public-private collaborations.

Our Graduates: Work ready and diverse

About PowerPathway™ graduates (as of Dec. 2014)

- **81%** Rate of overall industry employment
- **50%** Rate of PG&E employment
- **62%** Diversity
- **57%** Recently separated veterans
- **70%** Progress into apprenticeships or higher job classifications within one year of hire

How does PowerPathway™ select students?

Students are selected using a pre-course screening method, which is one of the key components that makes a PowerPathway graduate successful.

By applying via the PowerPathway website, applicants can review enrollment options (which vary throughout the year and across our service territory). From there, program candidates are screened by a PowerPathway community partner to ensure they are suitable and eligible for the program. Screening activities include:

- Suitability Survey
- Program Information Orientation
- Drug Screen and Background Checks
- Reading, Math and other Knowledge Assessments
- In-Person Interviews
- PG&E and IBEW Do Not Hire Lists

Typically a PowerPathway course will receive several hundred applicants to more than 1,000. The screening process is rigorous to ensure the best fit for PG&E and for the prospective student. Program enrollment is limited and eligibility requirements vary based on partner or grant funding as well as PG&E hiring requirements.



What do PowerPathway students learn?

Students receive approximately 240 hours of industry-informed curriculum to ensure the academic, job specific, employability skills and physical training necessary to effectively compete for entry-level employment. Examples of curriculum modules include:

- Code of safe practices & PG&E core competencies
- Working in confined spaces; flagger; ropes & knots; map reading; tool identification
- Electric and gas system overview: transmission and distribution; basic electricity;
- Pre-employment test prep and soft skills
- Physical training, industrial athlete, shoveling ergonomics
- Hands-on capstone such as pole-climbing or GAS-0802 (gas utility worker training)

PowerPathway is designed to enhance a student's resume and build on their existing skills and expertise. Courses are structured to give students an overview of the industry from PG&E's perspective.

How can the PowerPathway Program help me?

PowerPathway programs vary and are designed to fill the needs of a specific PG&E line of business. PG&E industry partners, including other California Utilities, are often involved in the program design process.

- For hiring managers: Find the best candidate for **specific locations** in our service territory. Ensuring candidates reflect the communities that we serve.
- For onboarding: Identify candidates that are **prescreened and test qualified**, reducing training time and increasing retention rates.
- For job seekers: **Provide specific training** for jobs at PG&E and within the utility industry.

Minimum requirements:

- 18 years of age or older
- Valid Class C Driver's License
- Ability to work in the United States
- Eligible for PG&E pre-employment testing

PG&E doesn't imply or guarantee employment upon program completion.