



An Exelon Company

WORKFORCE DEVELOPMENT For the Utility of the Future

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Northeast Gas Association
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About Us



- Headquartered in Philadelphia
- PA's largest electric and natural gas utility
- 1.6 million electric customers
- More than 532,000 natural gas customers

Our Local Economic Impact

- Annual economic impact of \$4.5 billion in PA
- Supporting more than 9,600 local jobs
- Producing \$760 million in labor income

The Utility of the Future



Advancing smart energy to provide safe, reliable, affordable and clean energy and energy services for our customers and the communities we serve.

- As invention brings new conveniences, population grew and industry developed, PECO grew to meet the increasing demand of our customers.

The Path to Clean Energy introduces three target concepts:

- **Incremental** - leverage existing initiatives or represent “low-hanging fruit” opportunities with short implementation time (Enhanced customer service, Communications)
- **Programmatic** – multi-year effort that requires program development, review and integration into future business plans (reliability, efficiencies, **workforce development**)
- **Transformational** – long-term initiative that includes short-term pilot evaluation component (emission reduction strategies, distributed energy)

Why Workforce Development is Necessary



- **Internal Benefit:** Research and studies overwhelmingly conclude that *the highest and most sustainable performing companies have a diverse, equitable, and inclusive workforce.*
- **External Benefit:** By partnering externally with community organizations, regional workforce development partners, vendor partners and state/local government agencies *demonstrates commitment to building sustainable communities.*
- **Internal/External Benefit:** *Investing in employment opportunities for the people in our communities helps create healthier local economies and, in turn, more economically vibrant utilities.*

Our Objective and Approach



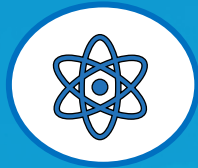
The Workforce Development Objective

To enhance the employability of those who reside in the communities that PECO serves with particular emphasis on the underserved by creating opportunities inside and outside of the company

Our Objective and Approach



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STEM Awareness & Education

Igniting STEM in young minds, providing Co-op, internships and scholarships

Engage with youth and work-ready adults. Introduction of careers in energy, outreach for trades and job opportunities

- Community events/job fairs
- Internships



Opportunity through Partnerships

Equipping job seekers, creating new job opportunities

Create workforce and infrastructure academies to prepare work-ready adults and equip job seekers for new opportunities

- Sponsor skill-trades cohorts with nonprofits
- Host Infrastructure Academies for community members



Barrier Reduction/Elimination

Reducing barriers to opportunities

Collaborate, advocate and implement policies & practices to reduce/eliminate barriers

- Test preparation for industry-required exams
- Regional job opportunities shared with community partners



Thought Leadership

Being a corporate leader in the region

Leading and sharing best practices in the region, establishing standards and sharing our impact

Who Has a Role in Workforce Development?



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Key Stakeholders

- Employer partners
- Community partners
- Supporter partners

Meet Candidates Where They Are

- Schools (traditional and trade)
- Non-profits and civic organizations
- Social media
- Employment apps
- Information sessions
- Community events/job fairs



Workforce Development: “Powering Opportunity” PECO[®]

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Partners in Purpose: From OIC to PECO



Shannon Burch went from working in community services to the energy industry. Upon graduation from the OIC program, Shannon landed a job as a Gas Apprentice with PECO and has advanced to the position of Distribution B Mechanic.



Erika Watkins attended the OIC program to learn skills that would help her thrive in a growing industry. She recently graduated from the program and works as an intern with the Solar team at PECO.

Workforce Development: “Powering Opportunity”

Paths to Opportunities

- Dedicate resources to support the strategy
- Create a stakeholder analysis playbook
- Leverage existing partnerships and build new ones
- Outline talent pipelines and demonstrate value propositions for trade skill jobs
- Implement and hire!



A dark, grayscale image of a city skyline at night, with lights from buildings and streetlights reflecting on a body of water in the foreground.

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