Employer-driven
Education Partnerships:
Linking Postsecondary Success and Careers

A presentation to the CACG Network
Boulder, CO
June 18, 2013
Agenda

- About CAEL
- The Perfect Storm
- One Solution
- About EPCE
- An Employer-driven Education Partnership model
- Benefits & Challenges
Council for Adult and Experiential Learning

A 501(c)(3) non-profit, international organization with nearly 40 years of assessment and workforce development experience

National leader in learning assessment, PLA best practices, research, and writing

30 years of working with employers to create and deliver learning strategies to support talent management goals

“Meaningful learning, credentials and work for every adult”
The Perfect Storm

✓ 30% drop HS drop out rate
✓ 40% remediation rate at community college
✓ School budget cuts at all levels
✓ Corporate training cutbacks
✓ Higher bar for “entry level”
✓ Increased competition for the same skill set
✓ Boomers leaving the workforce
By 2020 there will be 123 million high-skill, high-pay jobs available in the US, but only 50 million Americans with the right education to fill them.
52% of American companies are unable to fill mission critical positions.
Aging Population

Figure 2.
Population 65 Years and Older by Size and Percent of Total Population:
1900 to 2010
(For more information on confidentiality protection, nonsampling error, and definitions, see www.census.gov/prod/cen2010/doc/sf1.pdf)

Sources: U.S. Census Bureau, decennial census of population, 1900 to 2000; 2010 Census Summary File 1.
18 million job openings between 2010-2020 will require post secondary education (http://bls.gov/news.release/ecopro.nr0.htm)

Shortfall estimate = 3 million more workers will need post secondary degrees, and at least 4.7 million new workers will need postsecondary certificates (Georgetown University Center on Education and the Workforce)
A critical US industry is addressing workforce issues by building a unique partnership with education providers.

- Identify process, challenges, successes in building employer-driven partnerships.

- Explore ideas for how YOU can build a similar partnership between education and industry to create opportunities for success when graduates enter the workforce.
About EPCE

The **Energy Providers Coalition for Education (EPCE)** is a partnership of electric utilities, energy-related companies, associations, and unions that have come together to develop online *workforce solutions that work* to help them:

- Attract
- Train
- Develop
- Retain

Founded in 2000, EPCE represents about 70% of utility workforce.
Preparing for Success

If we are to have an energy **future**, we have to prepare the workforce **today**.

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New workers will need the *right education and training* to enter the energy industry.
A Connecticut-based, Fortune 100 energy company, NU is New England’s largest energy delivery system.

- 2 million + electricity and natural gas customers
- 9000 employees across 3 states
- 6 business units:
  - NSTAR
  - Connecticut Light & Power
  - Public Service of New Hampshire
  - Western Massachusetts Electric
  - Transmission Services
  - Yankee Gas Services Co
The utility industry is facing 120,000 retirements over the next few years—more than at any other time in its almost 130-year history.

Almost 60,000 of the nation's electric utility skilled technicians and engineers will be eligible to retire by 2015.

Serious ramifications if industry doesn’t prepare for this loss of skills and knowledge.
## Sense of Urgency

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<tr>
<th>Level</th>
<th>Number</th>
<th>Average Age</th>
<th>Average Service</th>
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<tbody>
<tr>
<td>Leadership</td>
<td>866</td>
<td>51.3</td>
<td>21.7</td>
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<td>Professionals</td>
<td>1671</td>
<td>47.5</td>
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<td>Technicians</td>
<td>532</td>
<td>44.7</td>
<td>13.7</td>
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<td>Skilled Craft</td>
<td>1678</td>
<td>47.9</td>
<td>17.5</td>
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<table>
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<th>5 years</th>
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<tr>
<td>Leadership</td>
<td>447</td>
<td>52%</td>
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<tr>
<td>Professionals</td>
<td>620</td>
<td>37%</td>
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<td>Technicians</td>
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<td>28%</td>
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<tr>
<td>Skilled Craft</td>
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<td>36%</td>
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<tr>
<td>Total</td>
<td>1817</td>
<td>38%</td>
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<table>
<thead>
<tr>
<th>Level</th>
<th>Pension Eligibility</th>
<th>Now</th>
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<tbody>
<tr>
<td>Leadership</td>
<td>192</td>
<td>22%</td>
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<tr>
<td>Professionals</td>
<td>264</td>
<td>16%</td>
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<tr>
<td>Technicians</td>
<td>73</td>
<td>14%</td>
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<tr>
<td>Skilled Craft</td>
<td>271</td>
<td>16%</td>
</tr>
<tr>
<td>Total</td>
<td>800</td>
<td>17%</td>
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Need programs now for the future workforce:
- Advanced Technology
- Mobile Workforce
- Smart Grid
Connecticut Community College Partner

- System of 12 Connecticut community colleges
- Part of the Connecticut State Colleges and Universities
- Largest system of public higher education in CT: 58,253 in credit programs; 40,000 in non-credit programs
- Partnership ready
- Innovation required
Community College located in Bismarck ND
- 4300 credit students
- 14,000 non-credit students – Continuing Education, Training & Innovation
- Regionally accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools
- Founding Education Partner for EPCE

National Energy Center of Excellence (NECE)

Vision: a worldwide leader in education & training for the energy industry

Department of Energy designation

Bismarck State College
The Curriculum

- Northwestern Connecticut Community College—
  - General Education Courses
  - Other Technical Courses

- Bismarck State College
  - Industry-specific Electric Power Technology Courses

Associates Degree in Technology Studies Awarded by Connecticut Community College System
Northeast Utilities

Unskilled Workforce

Connecticut Community College System
* General Education Courses
* Other Technical Courses

Associate in Technology Studies

Bismarck State College
* Online Industry-specific Electric Power Technology Courses

Skilled Technician Workforce
Key Elements of a Successful Partnership

- Identify Need
- Identify Stakeholders
- Find a “Champion”
- Clear, Common Goal
- Regular Meetings
- Recognize & Respect Internal Processes
PATIENCE

Reaching consensus takes time when many voices must be heard
Benefits of Partnership

To the Employer:

– Candidate pool with the right skills
– Addresses long term regional workforce needs
– Tap into industry expertise of academic institution
– Reduces internal training costs
To the Educational Partners:

- No need to duplicate existing programs
- Build capacity and expand offerings in a broad-based, sustainable manner
- Access to industry curriculum that would not be available otherwise
Benefits of Partnership

To Students:

- Opportunity to earn an industry-built, industry-endorsed degree otherwise not available in their area
- Easy access to online education 24/7
- Degree awarded by their home institution
Challenges

- Administration and Faculty Support
- Communication
- Financial Aid & Registrar Issues
- The Champion
- Long & Drawn Out Processes
- Lost Momentum
- Fear of Conflict

Don’t Lose Your Sense of Humor!
CAEL’s Role

Meaningful Learning, Credentials, and Work for Every Adult

- Our work with national industry alliances
- Convener
- Facilitator
- Intermediary
The Partnership

- Combination online and
- On-the-ground instruction

Northeast Utilities

- Bismarck State College
- Connecticut Community College
- Associate in Technology Studies (Skilled technician workforce)
- Unskilled Technician Workforce
- Industry
A guide to forming a similar partnership with an employer
Includes a road map and a template of for an agreement
Tools to help you get started!
Contact Information

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