

# Exhibit to Agenda Item #1

Brief the Board on current workforce trends and the strategies enabling a diverse future-ready workforce for SMUD and the region we serve.

Board Strategic Development Committee and Special SMUD Board of Directors Meeting

Tuesday, March 12, 2024, scheduled to begin at 6:00 p.m.

SMUD Headquarters Building, Auditorium

# Regional Workforce Approach



Partnerships



Awareness



Education and Training

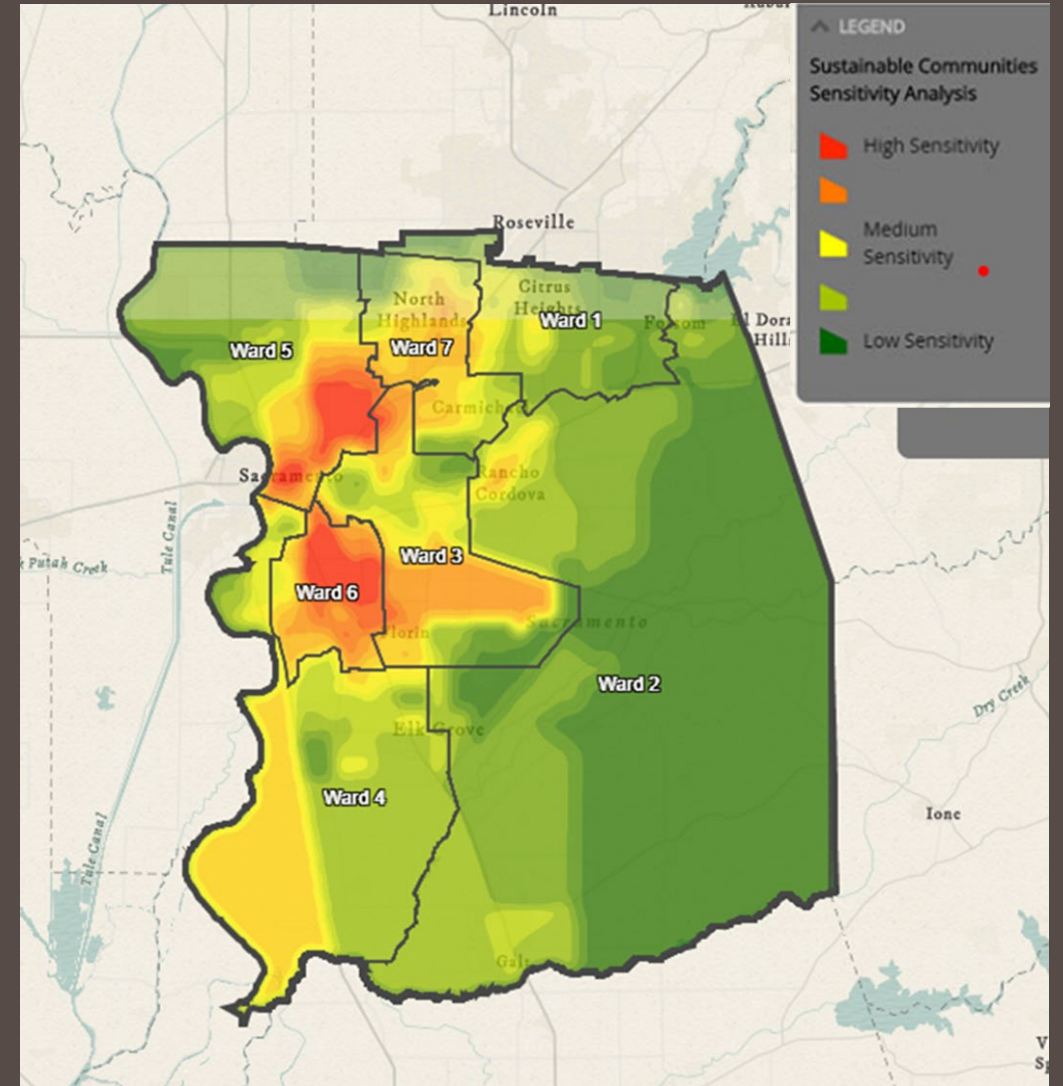


Equitable Economic Access and Growth



Train 3,000 – Help Employ 1,000 People

By the end of 2024



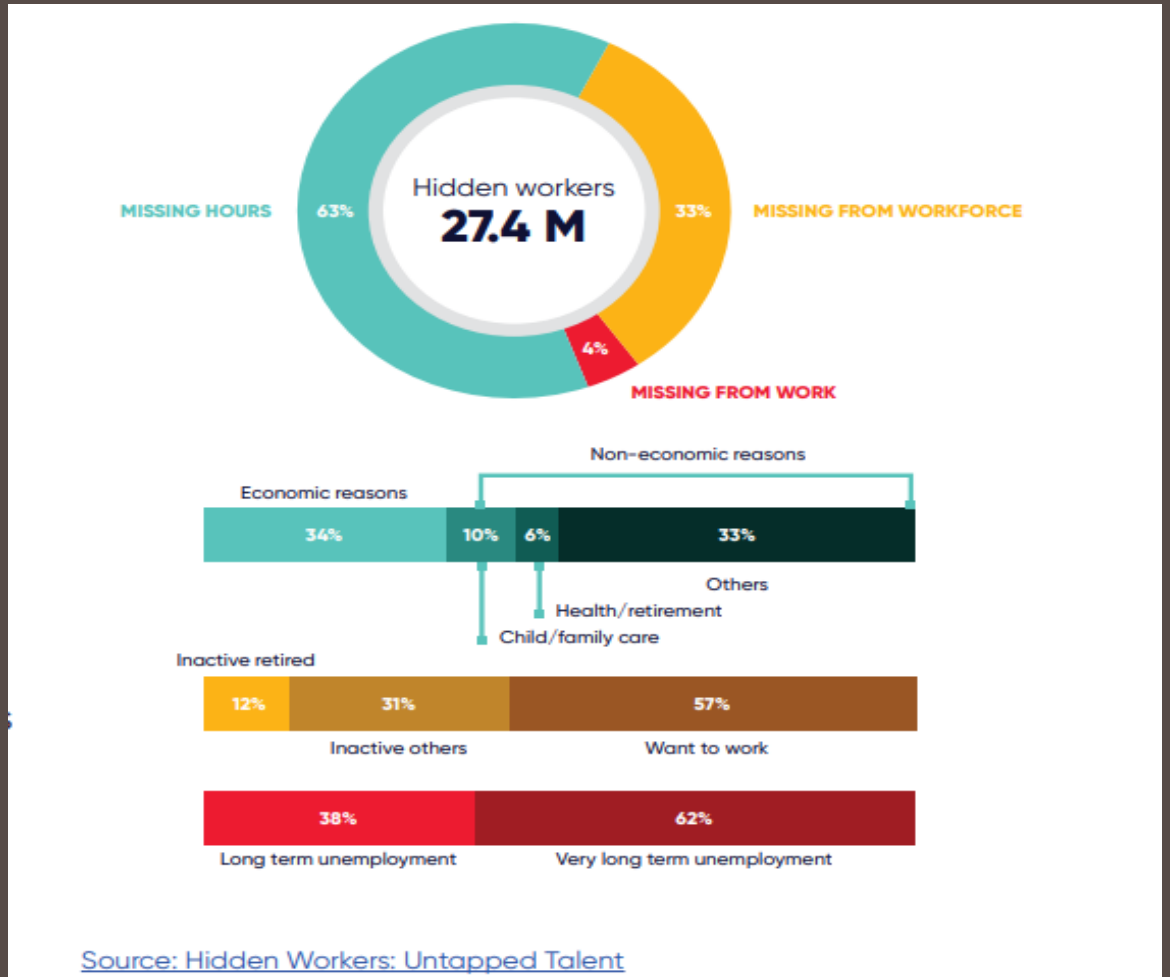
# Organizational Commitment



# The Industry Workforce

## Center for Energy Workforce Development

- Energy industry job growth is outpacing overall US employment.
- Existing talent gap will continue without a new approach.
- Cross functional industry skills need.
- Opportunity to reach untapped diverse talent.



# Regional Workforce Drivers

## Landscape

California's commitment to Net Zero Carbon by 2045

California's pledge to electric transportation—100% of new cars and trucks zero emission 2035

SMUD's Zero Carbon by 2030

# Regional Workforce Drivers

Landscape	California's commitment to Net Zero Carbon by 2045	California's pledge to electric transportation—100% of new cars and trucks zero emission 2035	SMUD's Zero Carbon by 2030
Trends	76 California cities have building codes limiting gas use	(P)EV registration up 30% in 2023 in California	Up to ~3,000+ MW utility scale renewable generation by 2030

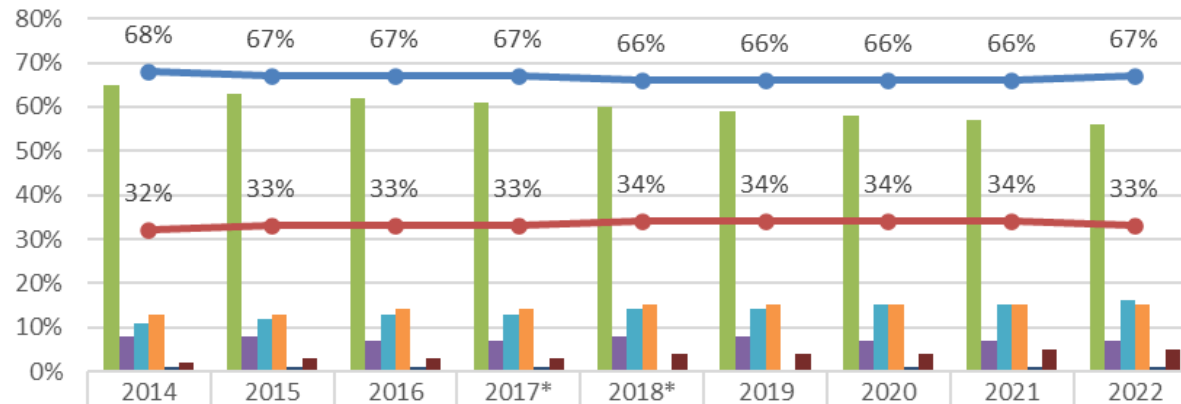
# Regional Workforce Drivers

Landscape	California's commitment to Net Zero Carbon by 2045	California's pledge to electric transportation—100% of new cars and trucks zero emission 2035	SMUD's Zero Carbon by 2030
Trends	76 California cities have building codes limiting gas use	(P)EV registration up 30% in 2023 in California	Up to ~3,000+ MW utility scale renewable generation by 2030
Needs	100K jobs for electrification needed in California annually next 25 years	In the SACOG area : ~288k Electric Vehicles (EVs) by 2030 ~173k EV charging stations by 2033	Country Acres, @344 MW, will support more than 360 jobs

# Workforce Demographics Reporting

## SMUD Workforce Diversity and Industry Diversity Trends

SMUD Workforce Demographics



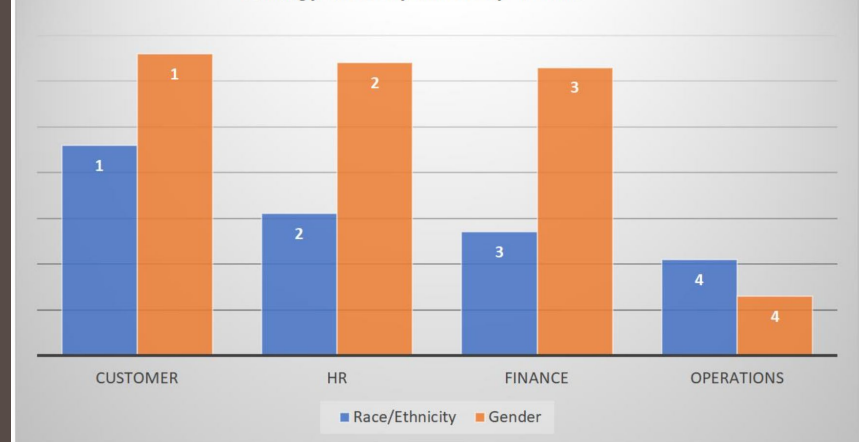
	2014	2015	2016	2017*	2018*	2019	2020	2021	2022
Caucasian	65%	63%	62%	61%	60%	59%	58%	57%	56%
African American	8%	8%	7%	7%	8%	8%	7%	7%	7%
Hispanic	11%	12%	13%	13%	14%	14%	15%	15%	16%
Asian	13%	13%	14%	14%	15%	15%	15%	15%	15%
Native American	1%	1%	1%	1%	0%	0%	1%	1%	1%
2 or more Races	2%	3%	3%	3%	4%	4%	4%	5%	5%
Male	68%	67%	67%	67%	66%	66%	66%	66%	67%
Female	32%	33%	33%	33%	34%	34%	34%	34%	33%

\* Percentages may not add up to 100% due to rounding.

### What are we doing?

- Diversity, Equity, Inclusion & Belonging consultations with hiring managers
- Equal Pay Pledge commitment
- Targeted job advertisements
- 54 community partnerships in 2022 to improve job readiness and access

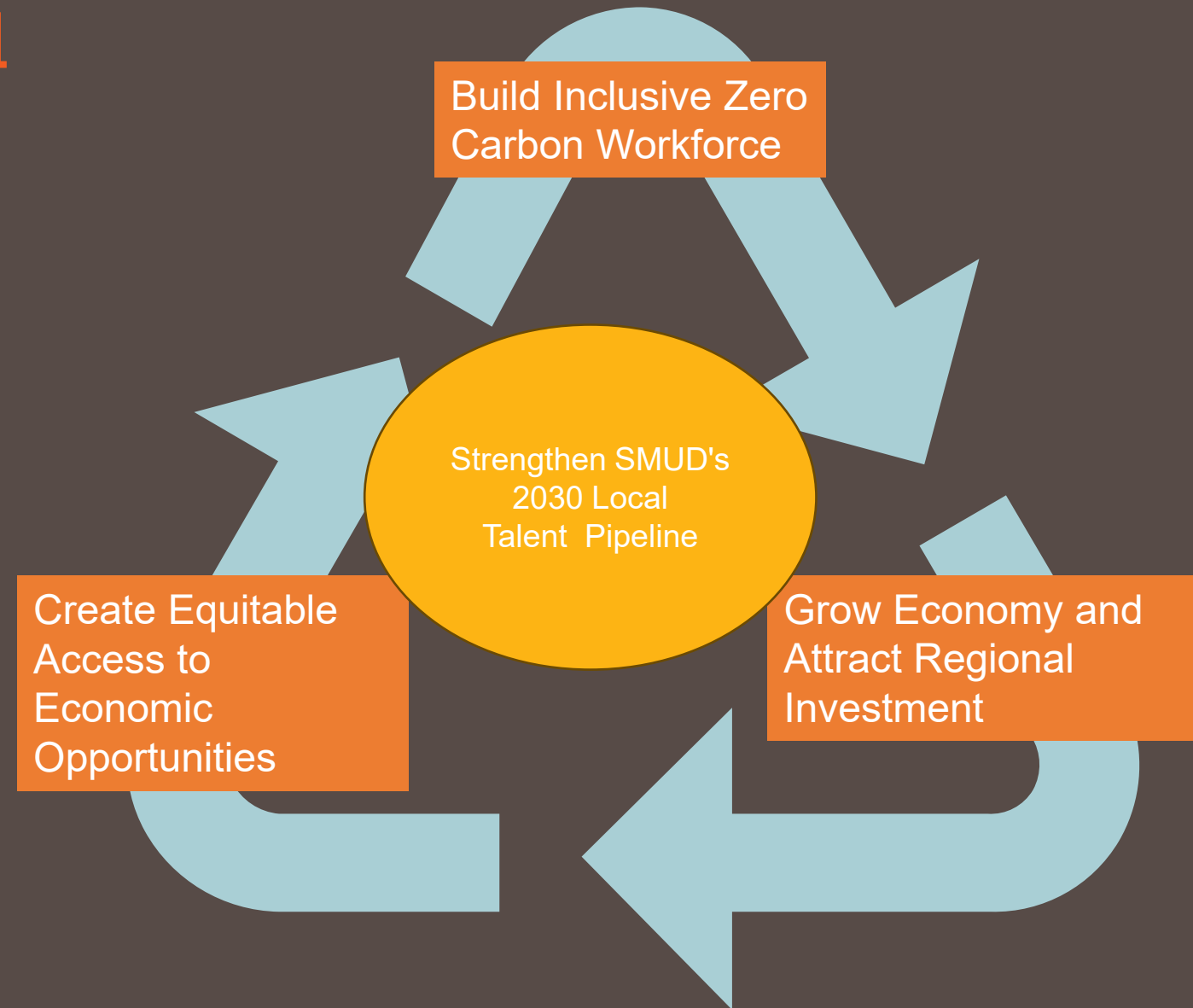
Energy Industry Diversity Trends



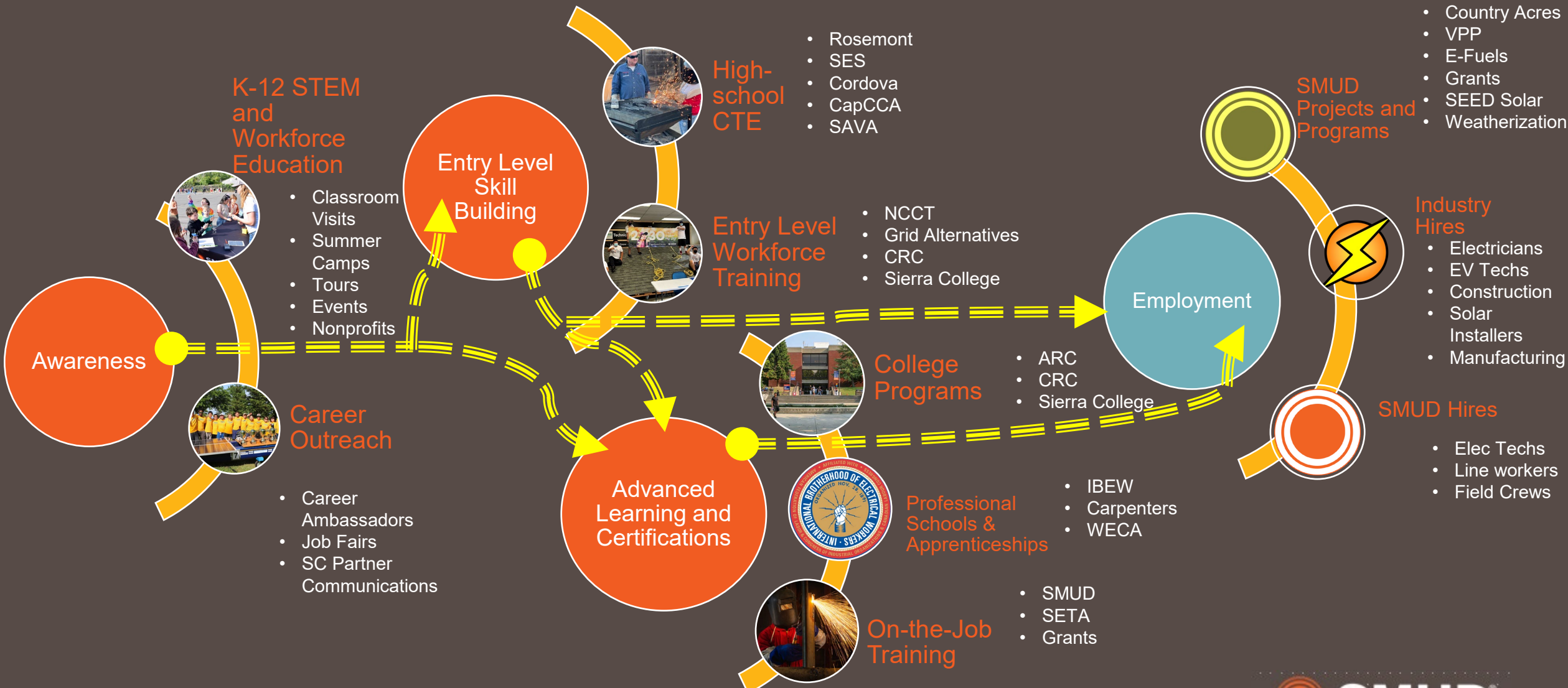


# The ROI of the Regional Workforce Strategy

- Develop the skilled workforce our region needs to achieve SMUD's vision for a zero carbon economy.
- Ensure that every community can benefit from the economic growth resulting from SMUD's Zero Carbon Plan.
- Support SMUD's internal workforce pipeline.



# Building SMUD's Workforce Pipeline





# Growing awareness of career opportunities Zero Carbon Careers and SMUD as a top employer

~28k / Year

## Students and Community

- STEM Events
- Career Ambassadors
- CTE schools
- Educational Partnerships
- Internships



150 CBOS

## Unemployed, Under-Employed, Recent Grads

- Community Orgs
- Career Fairs
- Trade Fairs
- Workforce Partners



30k applied

## Current Employees & Employed Population

- Trades
- CIRCA
- Community Networks
- Employer Brand





# Achieving Equity for Entry Level Jobs





# SMUD Led Industry Specific Skill building



**Solar Training + Electrification**

- Grid Alternatives
- Community Resource Project
- Sacramento Job Corps



**Electrician Trainee/EVSE Installation**

- Northern California Construction Training
- American River College
- California Mobility Center



**Construction Electrification**

- Cosumnes River College
- Construction Industry Education Foundation
- North State Building Industry Association



**Battery Storage, Manufacturing & Supply Chain**

- Sacramento State
- California Mobility Center
- Charles A. Jones Education Center



# Workforce Pipeline Placement Opportunities

## SMUD Hires

- Administrative Support
- Skilled Trades
- Project Managers
- Customer Service Reps
- Program Managers
- Community Outreach

## Programs/Services

- Meadowview Electrification
- Community Impact Plan Business Electrification
- E-Fuel
- Virtual Power Plants
- Electric Vehicle Supply Equipment Maintenance
- Lineworker Scholarship

## Utility Scale/Grants

- Country Acres
- GRIP 1,2,3
- Fast Grant
- Wind Technician
- Thermal Plant Training
- Power Hub

## Partnerships and Private Employers

- California Mobility Center
- Sparkz
- Techo Guide
- Industry Collaboratives
- Sacramento Employment and Training Agency
- Charles A. Jones Center

# SMUD's Grant Impact on Regional Workforce

Since 2020, SMUD has brought in over 414M in funding for our region

## Highlights

### Meadowview Electrification

- Department of Energy
- Economic Boost: 3M
- Jobs: 5-6 new entry level positions

### Fast (EV Hubs)

- California Energy Commission
- Economic Boost: 2.92M
- Jobs: 3-4 new Electric vehicle supply equipment maintenance, 15+ upskill

### Connected Clean Power City

- Department of Energy
- Economic Boost: 50M
- Jobs: 30+ Skilled trades and weatherization

### Reach 2.0 (Multifamily EVSE)

- California Energy Commission
- Economic Boost: 5M
- Jobs: ~5 entry level electrician helpers

# Northern California Construction and Training Electrician Pre-Apprenticeship

- Six-week, pre-apprentice training program in partnership w/ IBEW.
- Since launch in 2023, over 100 people have been trained to date.

## Cohort Locations:

- Folsom Cordova Adult School in Rancho Cordova.
- Meadowview in partnership with the Sacramento Job Corps.
- Del Paso in partnership with Highlands Charter.
- Elk Grove in partnership with Wilton Rancheria.





# Solar + Electrification

Solar, battery, and EVSE installation training.

Entering 4th year of partnership with Grid Alternatives.

Partnership Includes

- Six-week paid training program
- Average ~55 graduates every year
- Program has 60% placement rate
- New to program, Grid Alternatives incorporating SMUD 2030 zero carbon information as a part of its student outreach programming



# Lineworker Scholarship Program

- First and largest lineworker scholarship in Northern California.
- Partnership with IBEW 1245.
- Training curriculum developed by SMUD's top instructors.
- Workforce, Diversity, & Enterprise Partnership network ensured equitable outreach.



## Results

- ~600 people attending a virtual Information.
- 207 participants in half day orientation and practice.
- Top 35 candidates awarded scholarship to participate in SMUD's first ever Lineworker Scholarship program.



# Path to Sustainable Success is Long-Term Commitment

