

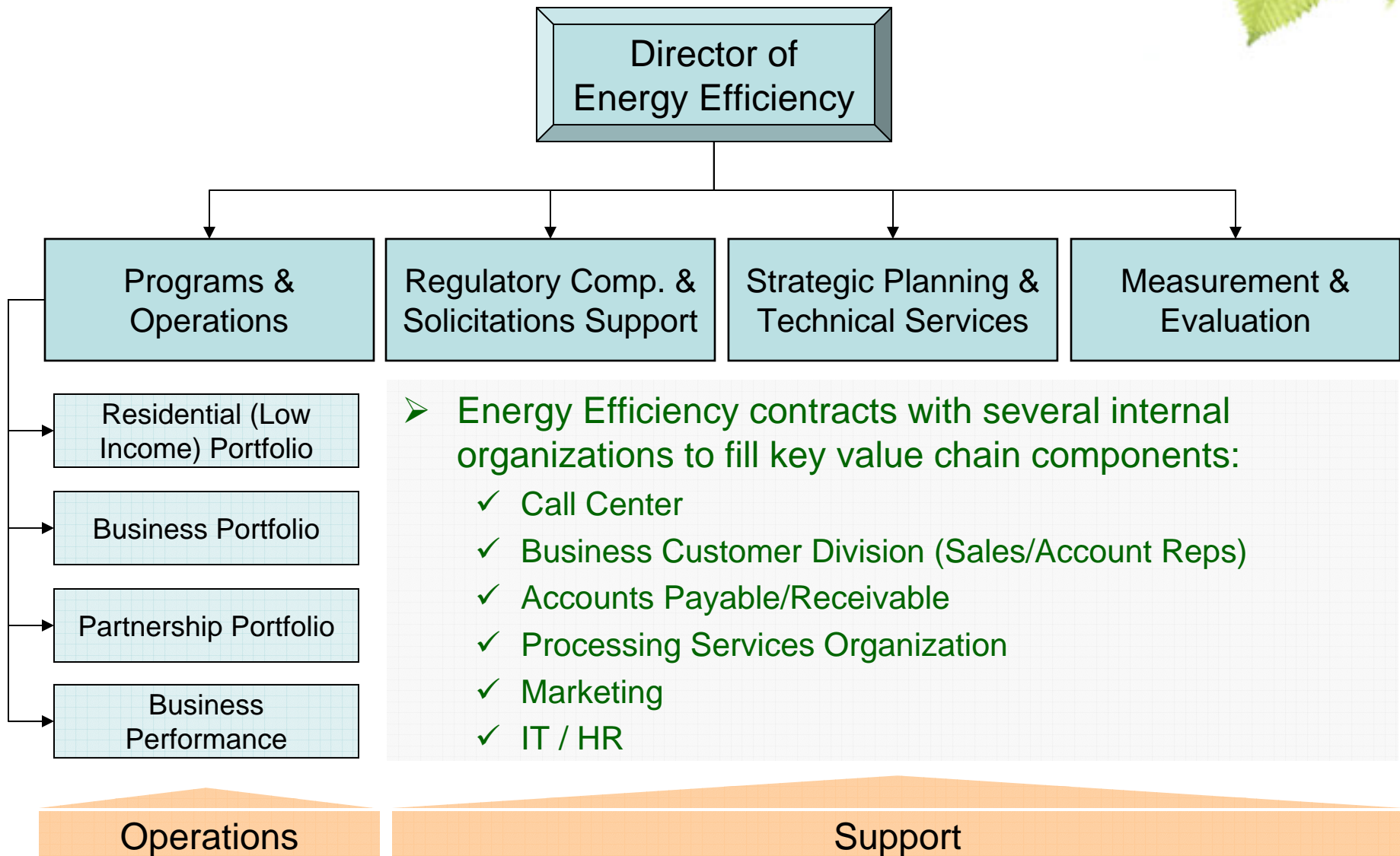


Workforce Training and Professional Development for the Energy Efficiency Community

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SCE Energy Efficiency Organizational Structure



Investment in Energy Efficiency Creates Jobs

- Well-balanced and knowledgeable Program Managers
 - Mix of technical, business, accounting, and critical thinking expertise
 - Energy Efficiency experience coupled with up-to-date knowledge of latest business and technology trends, best practices, and new technologies.
- Management & Support
 - Customer Service Staff, Contract Management, Financial Analysts, Engineers
- Evaluation, Measurement, and Verification
 - Statisticians, On-site Verification, Economists
- Energy Efficiency Implementers
 - HVAC Installers, New Construction / Retrofits, Energy Services Companies, Engineering & Design, Manufacturing, Retail, Supply Chain, Architects, Energy Auditors
- Marketing/Advertising
 - Statewide Initiatives, Local Agencies, Media Content Providers

Employee Mix & Challenges

- Graduating Students
 - “Green” jobs becoming more attractive
 - Graduates do not have academic knowledge or experience of electric industry; few universities have undergraduate-level energy education
 - *Recruitment / Development Opportunities: On-Campus Recruiting*
- Mid-Career Employees
 - Many seeking career change can bring valuable outside experience to Energy Efficiency operations
 - Issue: Regulated environment is a different model; takes time to train and develop external candidates
 - *Recruitment / Development Opportunities: “Grow Our Own”, Professional Headhunters*
- Retirement Bubble
 - Energy industry is faced with looming retirements
 - Years of policy, regulatory, and industry experience cannot easily be replaced
 - “Soft Retirements” occur more frequently (i.e. Seasoned managers retire, then come back as consultants)
 - Can provide smoother transitions and training opportunities

Thank You!



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