
Seattle City Light

Workforce Development Program



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Seattle City Light Review Panel

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Workforce Strategy

- ❑ Attract
 - 50% of the workforce eligible to retire
 - Shortage of Engineers and Skilled Workers
 - Most competitive candidates
- ❑ Train
 - Current workforce – budget constraints
 - New technology
- ❑ Retain
 - Promotional Opportunities
 - Succession Planning – Bench strength
 - Adequate compensation that is competitive with other public utilities



Attracting Talent

- ❑ Adequate compensation
 - On par with other similarly sized public utilities
 - Benefits – Neighboring utilities – retiree medical, no social security
- ❑ Career growth
 - Flexible job classifications
 - Interesting work/projects
 - Autonomy
- ❑ Internships/Apprenticeships
 - Environmental, Conservation, Power Systems Engineering
 - Diversity – targeted recruitment
 - Middle school and high school programs



Train

- Development
 - Succession Planning – Adequate Staffing
 - Double Pocketing
 - Knowledge Transfer
 - Technology
 - Technical Training
 - Leadership
 - Managers
 - Managing Outcomes and Performance
 - Compliance
 - Complex Industry
 - Regulations
 - Safety
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Retain

- Compensation
- Promotional Opportunities
 - Bridge Programs
 - Identified career paths for
 - technical experts,
 - leadership,
 - high potential employees,
 - specialized areas – power management, system planning
 - Rotational Programs
 - Engineer in Training
 - Mentoring
- Professional Development
 - Certifications – Project management, Certified Energy Managers
 - Professional licenses – Engineering



Workforce Plan Implementation

- Investment in the future of SCL workforce
 - Funding constraints
 - Phased Implementation

- 2011 – Implement low cost programs with existing resources
 - Bridge and Career path program
 - Mentoring
 - Succession Planning
 - Knowledge transfer plan

- 2012 and beyond
 - Internships/co-operatives
 - Leadership Development Program
 - Certifications
 - Engineer in Training
 - Rotational Programs

