



**ELECTRICITIES
ANNUAL CONFERENCE**

Aug. 12-14 | Williamsburg, Va.

Developing the Next Generation

Darsweil Rogers, CFP Innovations
Kathryn Castelloes, ApprenticeshipNC



2019 Annual Conference

Talent Crisis? Developing the Next Generation of Leaders

Presenter

Darsweil L. Rogers
Chair Fayetteville PWC
Partner & Co-Founder
CFP Innovation



CFP Innovation, Execution & Growth

CFP Innovation:

Assisting Clients in Managing Disruptive Environments



CFP Innovation, Execution & Growth

Succession Planning Leadership /Knowledge
Talent Development High performance
Technological Change Industry 4.0
Organizational Agility Culture of change

Businesses and Institutions have Leveraged Our Capabilities



Electricities Strategic Plan - Key Takeaways for Public Power

... external and internal game changers indicate a shift to an industry that is more rapidly transforming with technology playing an increasingly important role



CFP Innovation, Execution & Growth

Center for Energy Workforce Development State of the Energy Workforce 2018 report

Electricities Strategic Plan - Key Takeaways for Public Power

Entrepreneurial Outlook
New Skill Sets
Smart Risk Taking



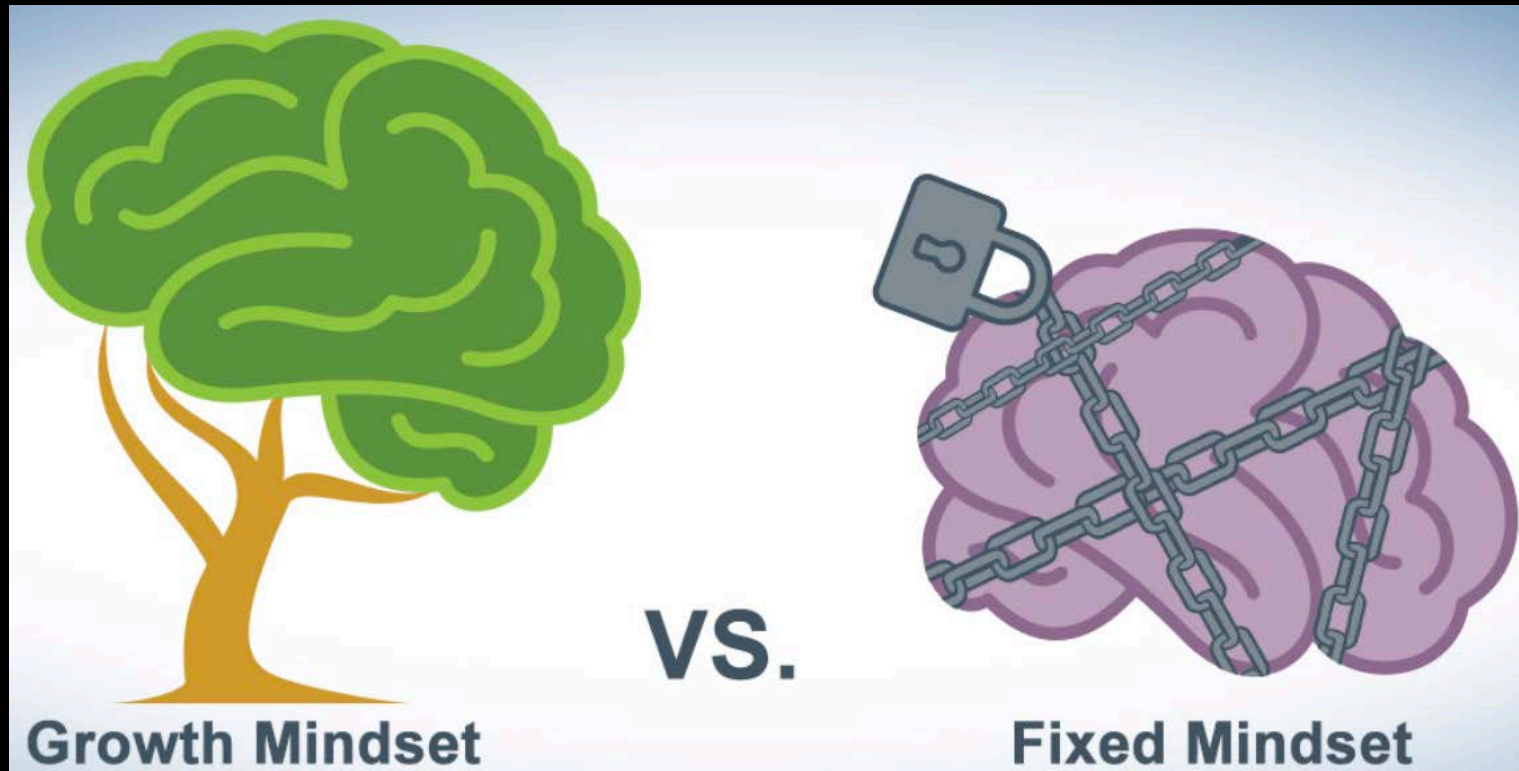
CFP Innovation, Execution & Growth

Center for Energy Workforce Development State of the Energy Workforce 2018 report

Electricities Strategic Plan - Key Takeaways for Public Power

People, Mindset and Talents

Entrepreneurial Outlook
New Skill Sets
Smart Risk Taking



GENERATIONAL DISRUPTION MAY HAVE GREATER IMPACT THAN TECHNOLOGY

Generations **Work/Life Demands Different**

Public Sector **Slow in People Development**

Critical Change **Risky for Leadership**



Baby Boomers



Generation X



Millennials



Generation Z



Millennials Specific Employment Demands

Professional development & advancement

Purpose driven and community conscious

Demand work flexibility

Technology dependent

Merit-based rewards

Team-oriented



*Deloitte: Competing for talent in the public sector 2017

Gen Z Specific Employment Demands

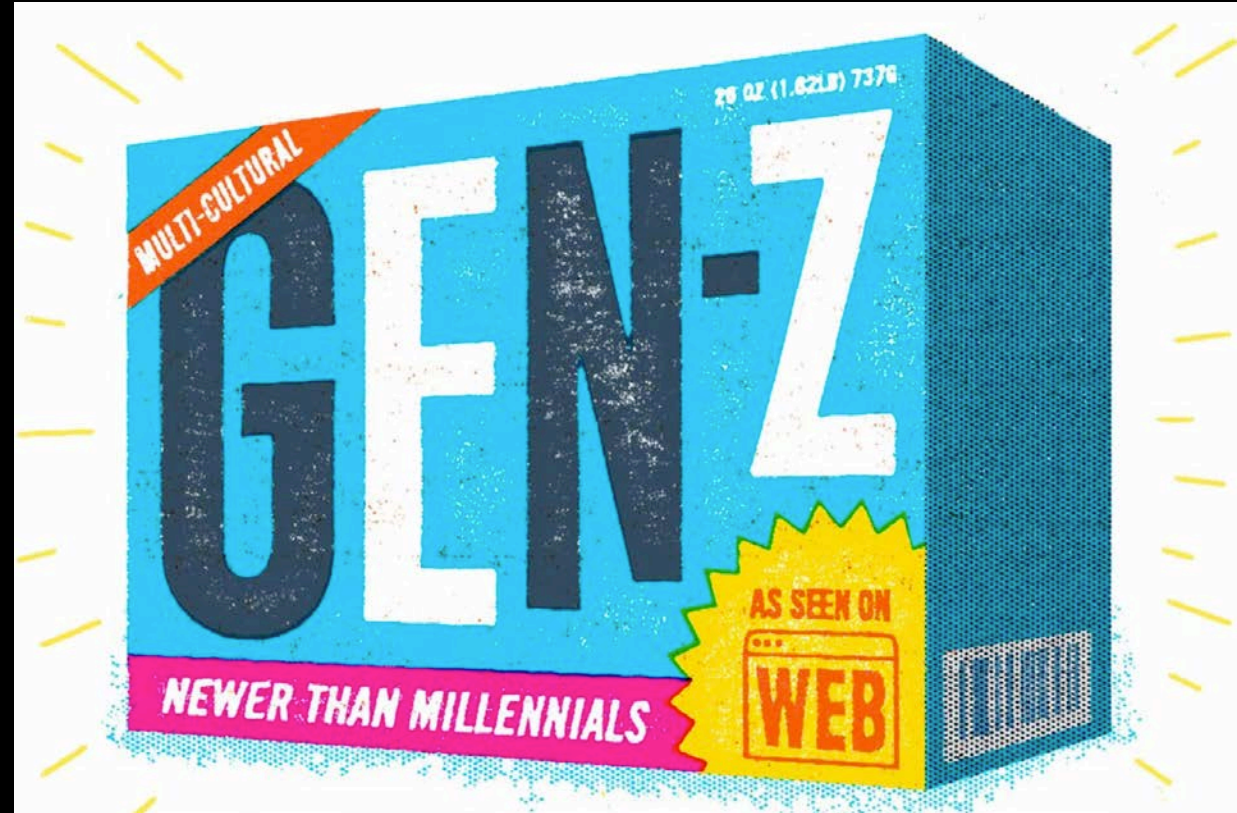
More Entrepreneurial

Prefer shorter informal communication

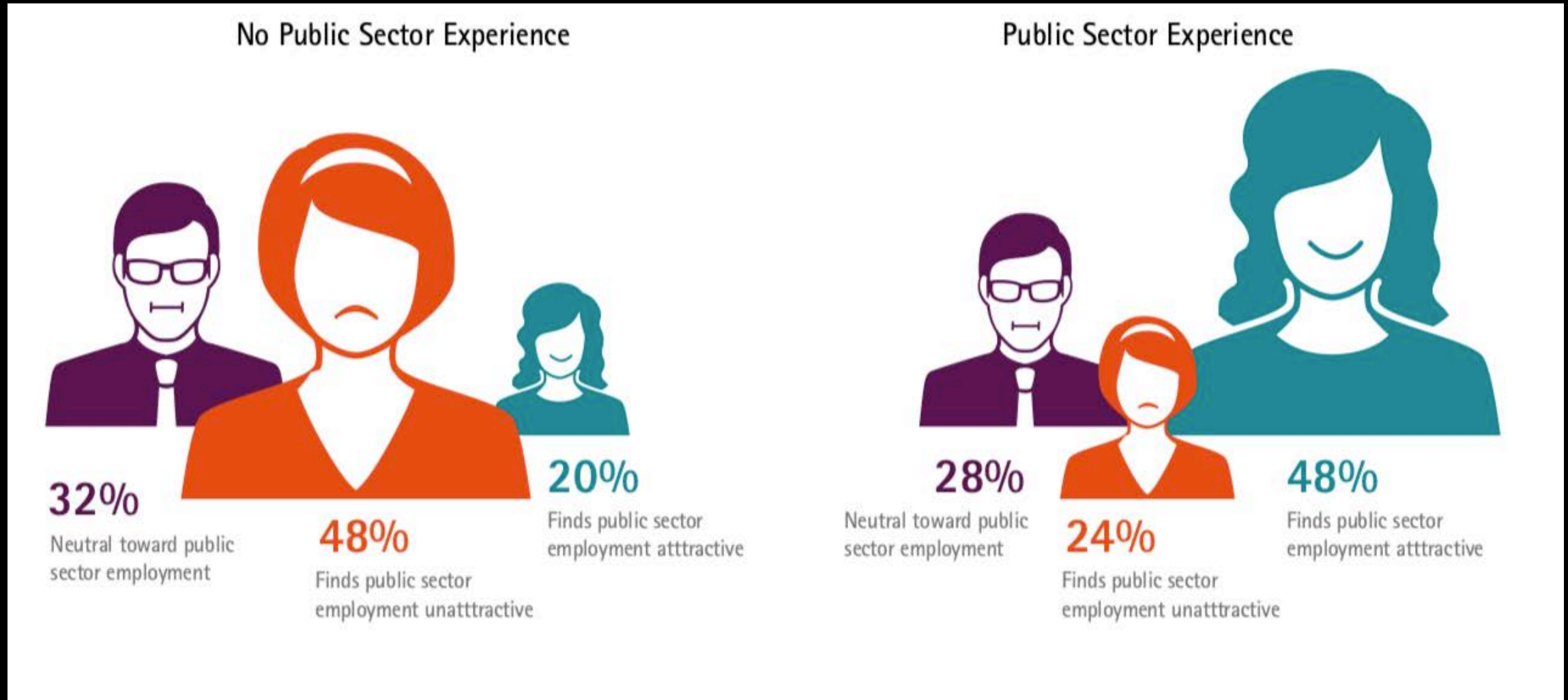
Less motivated by money

Technology dependent

Embrace diversity



Question: How attractive is public sector employment to you?



After base compensation 5 of 6 retention issues focus on work experiences

% Important



65%

Productive relationship
with manager



62%

Opportunities for
advancement



57%

Skill development
opportunities



52%

Performance
based bonuses



47%

Flexible work
arrangements



47%

Recognition from
leadership

Top 4 Ways to Attract & Retain The Next Generation

Purpose Driven Organization

Self Direction

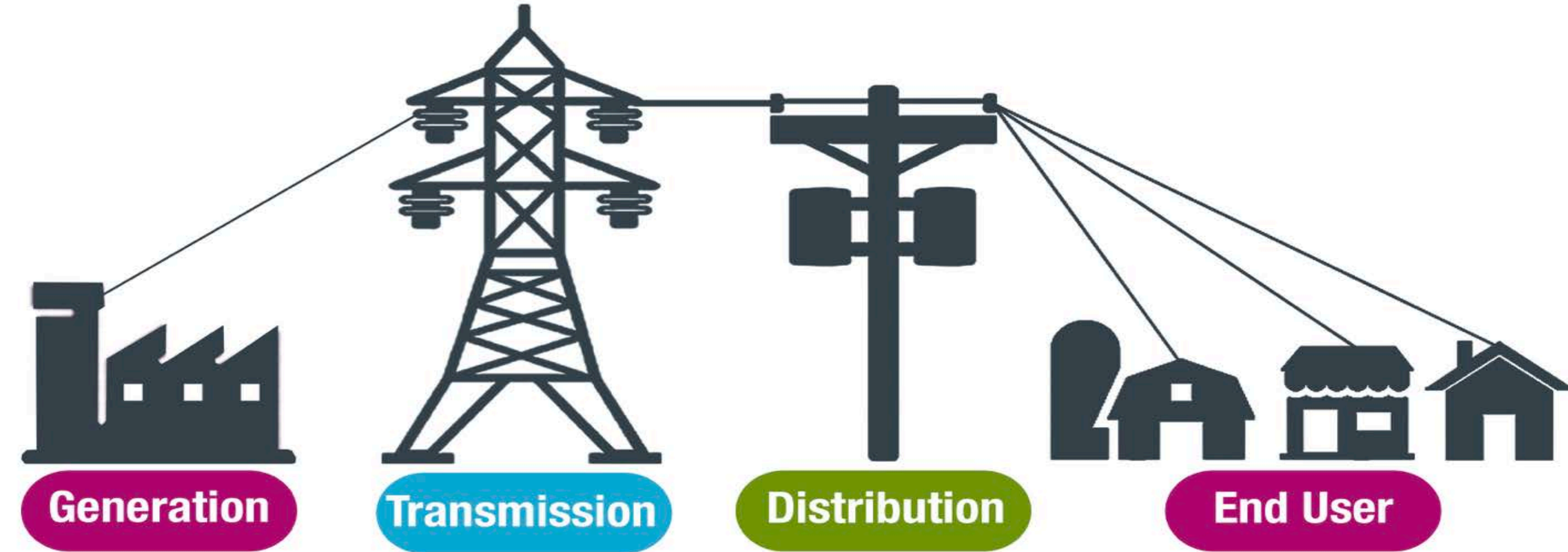
Personal Mastery

Leadership as a Service



CFP Innovation, Execution & Growth

Reliable Electric System Critical to Meeting ALL our Needs



Maslow's Hierarchy of Needs



Thank you for the Opportunity!



Darsweil L. Rogers

DLRogers@CFPIInnovation.com

910-818-5308



CFP Innovation, Execution & Growth



North Carolina Community College System



ApprenticeshipNC: A Talent Driven Training Strategy



What is Registered Apprenticeship?



Employer
Involvement



Structured
On-the-Job
Learning



Job Related
Education/
Instruction



Rewards for
Skill Gains



National
Occupational
Credential

Five Core Components of
Registered Apprenticeship



Job Related Education/Instruction

Job Related Education/Instruction Training Providers

- Vocational and/or Technical Schools
- Community Colleges or Universities
- Industry Associations
- Labor Non-Union and Union Organizations
- In-House or Sponsor

Job Related Education/Instruction Delivery Methods

- ✓ Classroom
- ✓ Correspondence
- ✓ Electronic Media/Online

Minimum of 144 Contact Hours Per Year (No Maximum)



Progressive Wages for Skill Attainment

Incremental Wage Increases

- ✓ Federal Minimum Wage (\$7.25 per hour)
- ✓ Performance Based

Credit for Previous Experience


- ✓ Documented Work Experience
- ✓ Documented Educational Experience
- ✓ Customized Training (Community College)
- ✓ Pre-Apprenticeship Experience
- ✓ Military Veterans

Wage Progression = Skills Progression

Apprentice Wages % of Journeyworker Wage Rates



Apprentice Minimum Requirements

- 
- Three checkmarks in boxes, arranged vertically on the left side of the slide. Each checkmark is red and the box is black.
- Minimum eligible age for an Apprentice is 16 years old
 - **Apprentices 16 & 17** years of age **must** have parental consent
 - Apprentices must have: U.S. Citizenship, permanent residency status, or a Visa that permits employment in the U.S.
 - Ability to Satisfy Sponsor Additional Minimum Requirements:
 - Education, Physical Ability, Background Checks, Drug Testing, etc.
 - Ability to successfully complete their on-the-job learning and Job Related Education/Instruction
 - **Desire to Earn – Learn – Succeed!**



Registered Apprenticeship Credentials

Employer Credentials

Nationally Recognized Certificate of Registration

Apprenticeship Credentials

Nationally Recognized Certificate of Completion

Stackable Credentials

Opportunity to Earn College Credits, Certificates, Diplomas & Degrees



North Carolina Community College System

State of North Carolina



COMPLETION OF APPRENTICESHIP CERTIFICATE AWARDED TO

Victor Lawrence

In recognition of successful completion of the terms of apprenticeship in accordance
With the law and standards of the State of North Carolina in the trade of

Mechatronics Technician

On this day, **September 8, 2018**, under the sponsorship of

Raleigh Durham Industries

Kathryn P. Castellanos
ApprenticeshipNC, Director

Sponsor

Peter Hama
NC Community College System, President



North Carolina Community College System

The United States Department of Labor

Office of Apprenticeship

Certificate of Completion of Apprenticeship

This is to certify that

Alexandra Foley

has completed an apprenticeship for the occupation

Shift Supervisor

under the sponsorship of

CVS Health

in accordance with the basic standards of apprenticeship

established by the Secretary of Labor

4/1/2018
Date Completed



[Signature]

Administrator, Office of Apprenticeship



Why Registered Apprenticeship?

Build a Competitive Workforce

Employers Facing Complex Workforce Challenges in Competitive Domestic and Global Markets

Time-Tested Model

Proven Strategy for Recruiting, Training and Retaining World-Class Talent Used by Industry for Decades (and longer!)

Adaptable and Flexible

Registered Apprenticeship is a Solution and Can Be Integrated into existing Training and Human Resources Development Strategies!!!





Partner with ApprenticeshipNC

Registered Apprenticeship is a flexible and proven workforce development strategy that can help grow talent at your company.



North Carolina Community College System



Registered Apprenticeship Program Development Process

Step 1 Contact Us



Contact
ApprenticeshipNC
Representative
Consultant

Step 2 Build Program



Collaboration with
Sponsor to develop
Training Program

Step 3 Program Check



Review and Approval
of Customized
Standards of
Apprenticeship
Developed Based on
Sponsor's Operational
Input

Step 4 Program Registered



Sponsor
Receives Finalized
Standards of
Apprenticeship and
Certificate of
Registration
Documents

Step 5 Launch Program



Employer Implements
Registered
Apprenticeship
Program



Resources for assistance:

- Funds for Education Assistance:
 - \$3,000 for tuition per Apprentice or Pre-Apprentice
- Tuition Waiver – 2016 Legislation
 - High School Student Apprentice or Pre-Apprentice
- Veterans- GI Bill (tax free money for apprentice)
- Capital Area Workforce Development Board
 - Funds for supplies, gas card, child care
 - Funds for tuition, book, fees
 - Funds for on-the-job training reimbursement

Director
Kathryn Castleloes
919-807-6991
castelloesk@nccommunitycolleges.edu

Field Supervisor
Dale Yarborough
919-609-2569
yarboroughd@nccommunitycolleges.edu

Apprenticeship Consultant
Tony McKnight 
ACT Job Profiler
336-312-2282
mcknightt@nccommunitycolleges.edu

Apprenticeship Coordinator
Jerome Shepard 

tshepard@email.pittcc.edu

Northeast
Prosperity Zone

Apprenticeship Consultant
Shante Bell 
919-219-1352
bells@nccommunitycolleges.edu

Apprenticeship Consultant
Wanda Ramos-McPherson 
984-365-3331
ramos-mcphersonw@nccommunitycolleges.edu

Apprenticeship Consultant
Shari Phelps 
828-244-9279
phelpss@nccommunitycolleges.edu

Western
Prosperity Zone

Northwest
Prosperity Zone

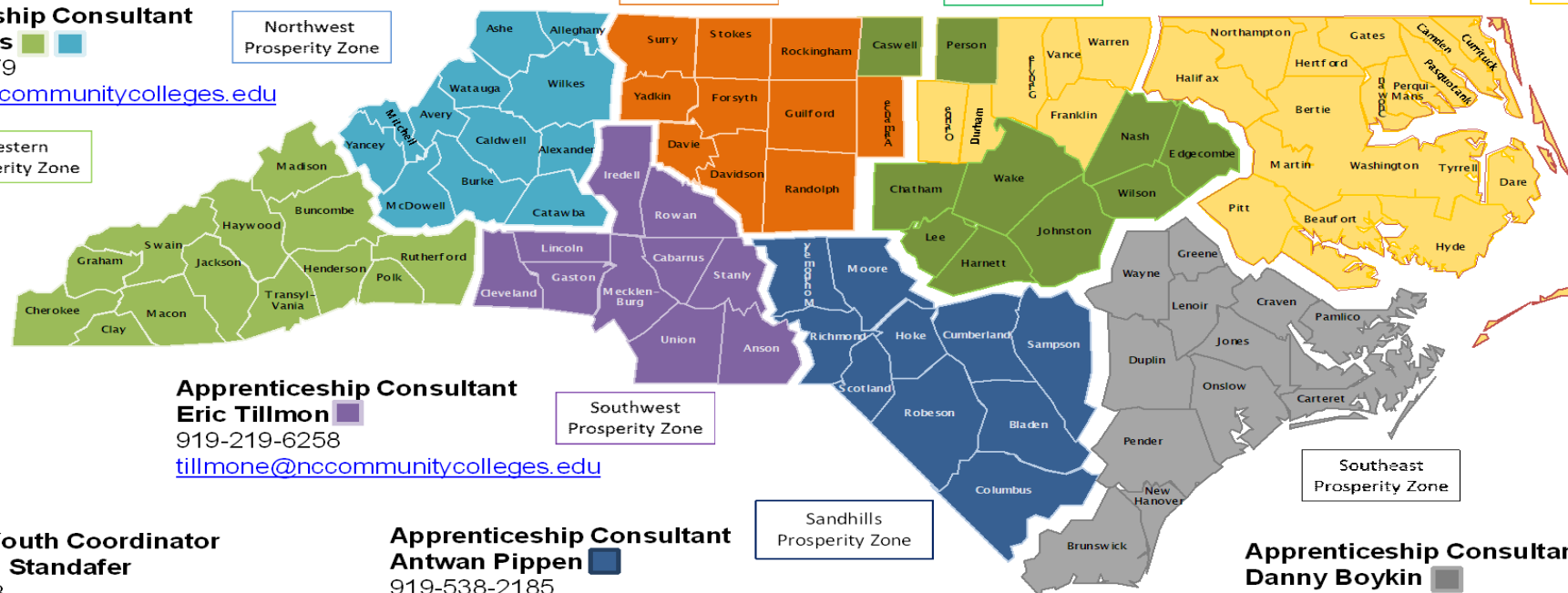
Piedmont Triad
Prosperity Zone

North Central
Prosperity Zone

Southwest
Prosperity Zone

Sandhills
Prosperity Zone

Southeast
Prosperity Zone



Apprenticeship Consultant
Eric Tillmon 
919-219-6258
tillmone@nccommunitycolleges.edu

State Wide Youth Coordinator
Dr. Elizabeth Standafer
919-414-5948
standafere@nccommunitycolleges.edu

Military Consultant
Charlene Sumlin Cross
910-308-9413
crossc@nccommunitycolleges.edu

Apprenticeship Consultant
Antwan Pippen 
919-538-2185
pippena@nccommunitycolleges.edu

Apprenticeship Coordinator
Domenick Muoio 
910-898-9676
muoi09208@montgomery.edu

Apprenticeship Consultant
Danny Boykin 
910-512-9989
boykind@nccommunitycolleges.edu

Apprenticeship Coordinator
Kristie Norton 
919-739-7063
knorton@waynecc.edu



Thank You

**Participate in conference discussions on Twitter:
#ECAC2019**



@ncpublicpower



facebook.com/Electricities



@ElectriCitiesNC

