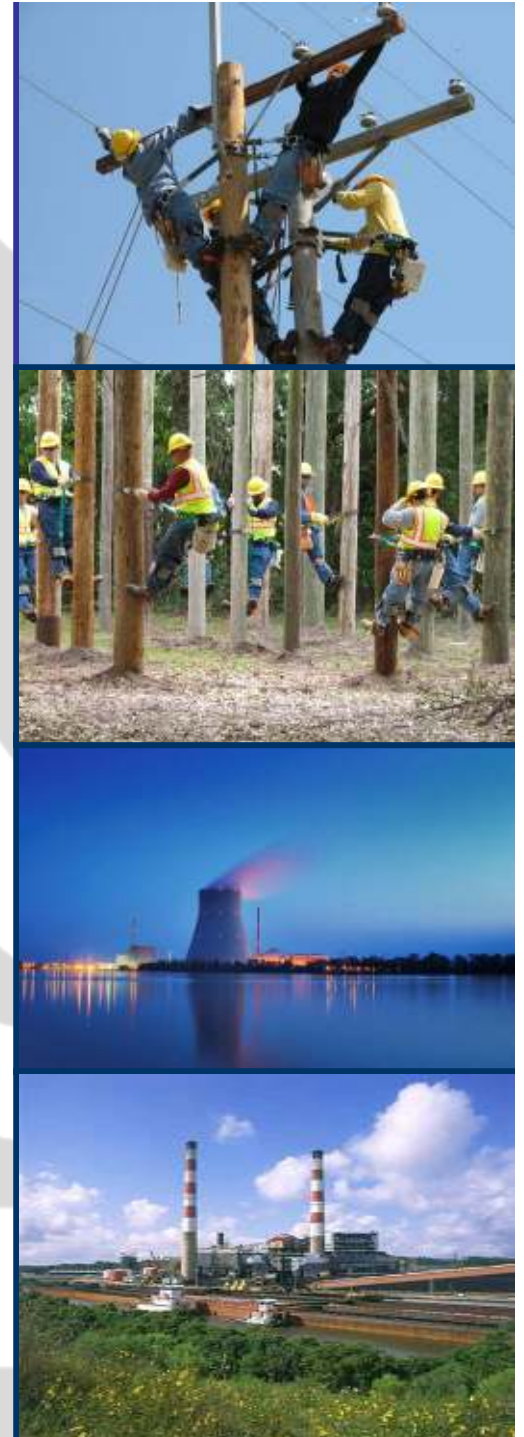


Florida Energy Workforce Consortium

Andra Cornelius, CEcD
Workforce Florida, Inc.

Energy Industry Workforce Summit
Canonsburg, PA

June 5, 2008



Workforce Florida

Vision

Florida will develop a globally competitive workforce.

Mission

Florida will develop the state's business climate by designing and implementing strategies that help Floridians enter, remain, and advance in the workforce, becoming more highly skilled and successful, benefiting Florida business and the entire state.



WorkforceFlorida.com

Florida's Workforce System

Workforce Florida

- Nonprofit, business-led policy board with members appointed by the Governor, Florida House and Florida Senate to oversee state workforce system

Agency for Workforce Innovation

- State agency responsible for administrative and fiscal affairs

24 Regional Workforce Boards

- Local private sector-led boards primarily responsible for service delivery

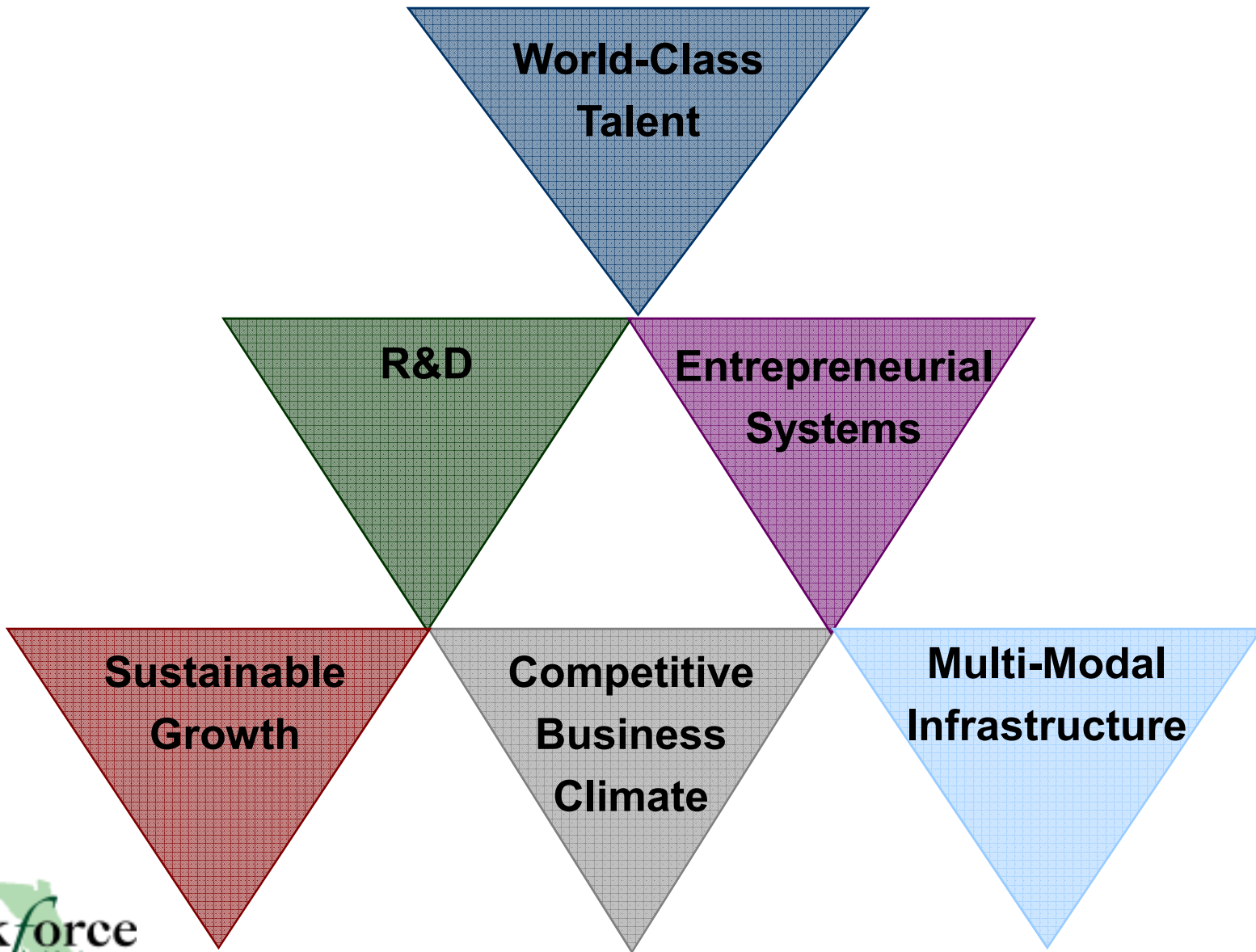
Local One-Stop Centers & EmployFlorida.com

- Bricks-and-mortar service centers and internet-based access point for workforce services for businesses and individuals

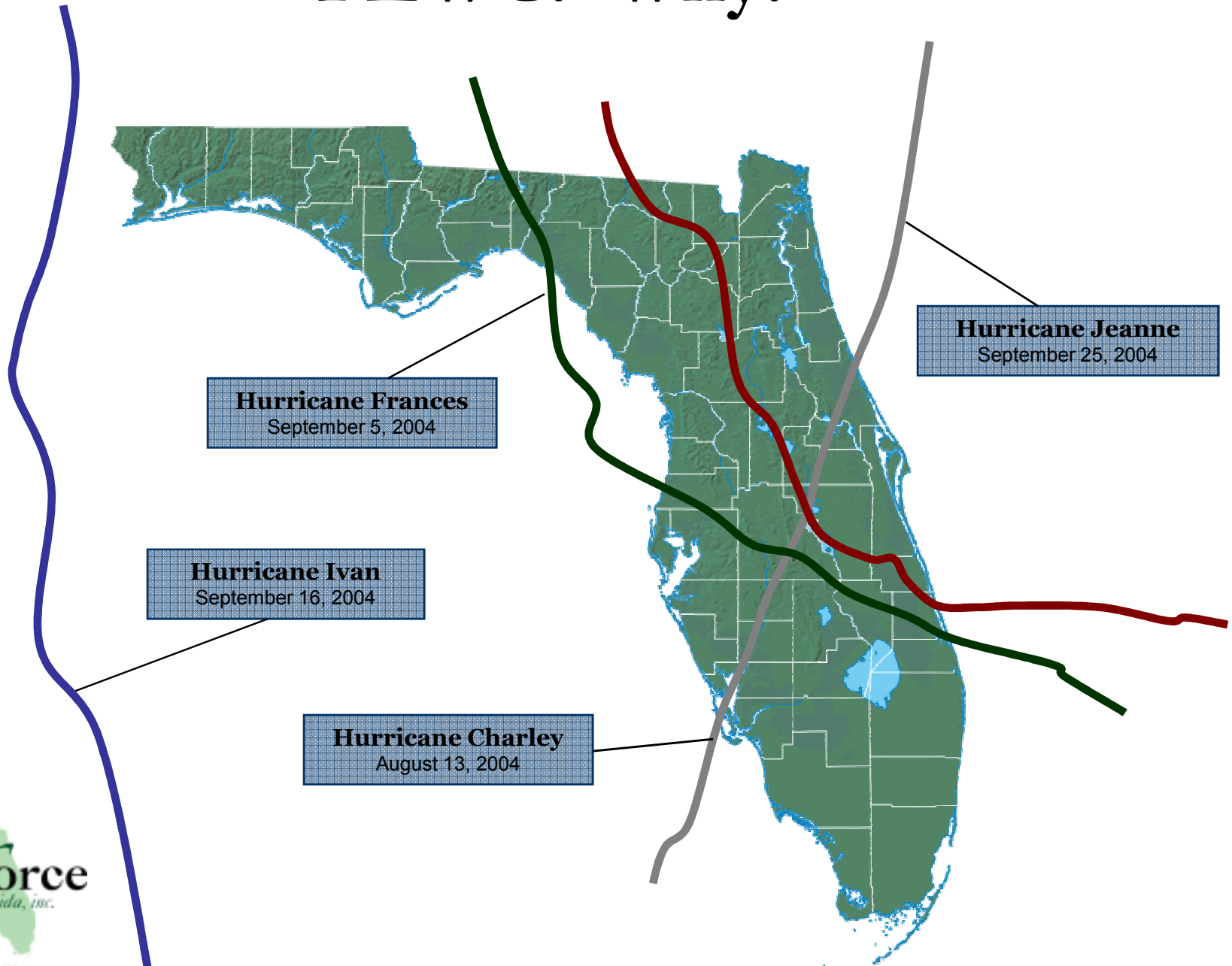


WorkforceFlorida.com

Drivers of Florida's Innovation Economy



FEWC: Why?



FEWC: Why?

- Multiple hurricanes impacting Florida in 2004 & 2005 - Utilities role in storm recovery efforts
- Utilities current worker shortages & growing intensity of problem
- Founded in April 2006 through direct contact with utility, education, and workforce partners to:
 - Define Florida's energy workforce challenges
 - Understand existing education and training opportunities
 - Create a plan to develop Florida's energy workforce talent and address needs—current and future
 - “Puddle” to a “Pool”

FEWC: Who?

FEWC Membership

Industry: Florida's IOU's, municipalities, electric cooperatives, associations, CEWD

Workforce: State and local level

Education: Community colleges, school districts, State Dept. of Education

Organized Labor: IBEW



How is it funded?

- No funds used to formalize the Consortium
- Funds have been allocated for specific objectives as directed by utility members
- Source: Governor's state-level WIA set-aside, local training allocations, industry leveraged funds

FEWC: Goals

- Develop accurate projections of future energy industry workforce needs detailed by occupation
- Prioritize those needs for focused educational and recruitment efforts

Energy Demand

2006

18 million Floridians

2020

23.4 million Floridians

- Florida will be the third most populous state, surpassing New York by 2011.
- Proposed Power Generation Units 2007-2015: 25*

* Need determination for Progress Energy's two proposed nuclear units at Crystal River (Levy County) has not yet been approved by the Florida Public Service Commission. Need determination for FPL's proposal to add one new natural gas generating unit and to convert two, older natural gas units also has not yet been approved by the PSC. However, these five projects have been included in this total for practical purposes.

Sources: U.S. Census Bureau, Florida Agency for Workforce Innovation Labor Market Statistics Center, Florida Public Service Commission



WorkforceFlorida.com

Florida's Energy Workforce by the Numbers

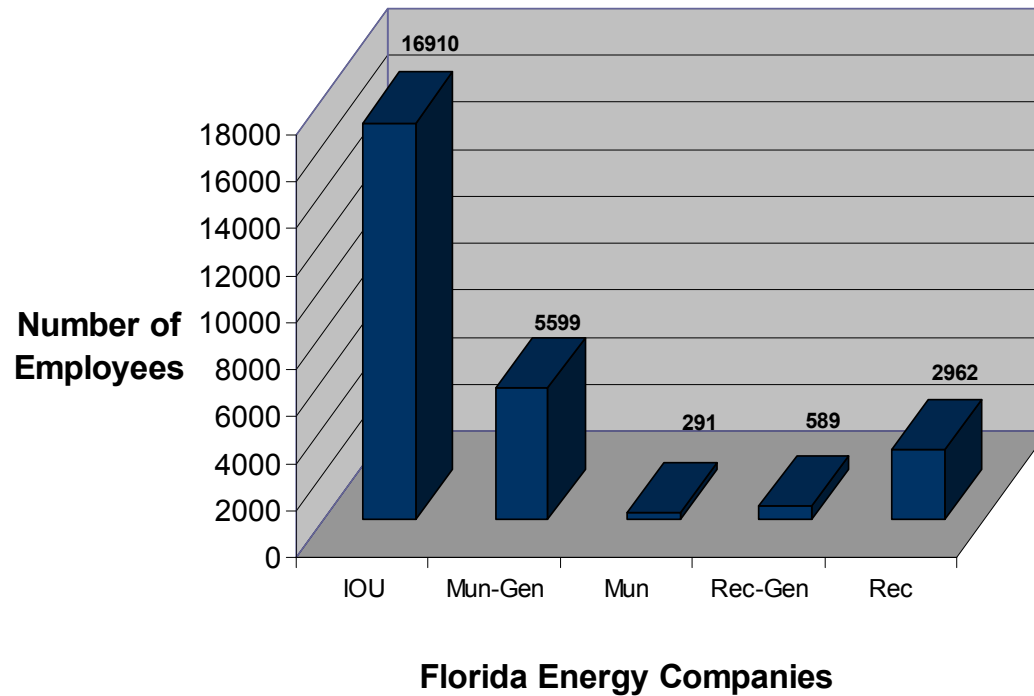
- **55** No. of Florida Electric Utilities
(including 21 companies that both generate and distribute power)
- **26,341** No. of Workers
- **\$68,991** 2006 Energy Industry Average Annual Wage
- **\$44,647** 2006 Power and Communications System Construction Contractors
- **\$38,498** 2006 State Average Annual Wage
(all industries)

Sources: *Employ Florida* Banner Center for Energy and Florida Agency for Workforce Innovation Labor Market Statistics Center



WorkforceFlorida.com

Energy Employees at Work



'Graying' of the Energy Workforce

Surveys Say...

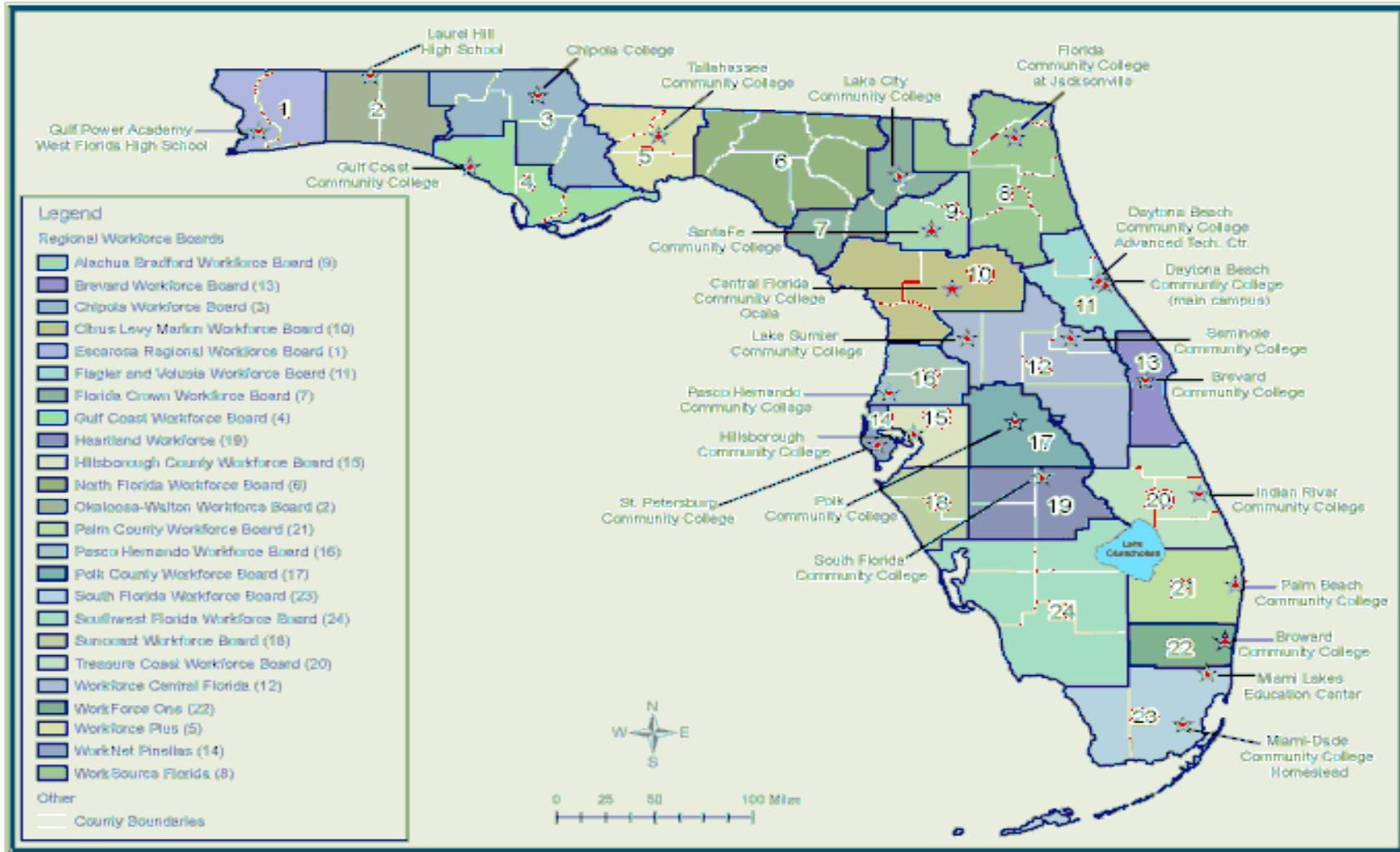
- U.S. electric utilities expect between 11% to 50% of their workforce to retire within next five to 10 years
- Aging workforce cited among top three concerns of U.S. electric utilities
- 75% of Florida electric companies cite accelerated pace of retirements as a major concern

Sources: U.S. Department of Energy, Black & Veatch and the Employ Florida Banner Center for Energy

FEWC Accomplishments to Date

- Identifying convergence of utility service territories, regional workforce boards, and education assets
- Validating labor statistics through industry
- Creation of Employ Florida Banner Center for Energy
- Pipeline Development Initiatives

Florida Educational Resources



Source: Florida Department of Education.
 Prepared by: Florida Agency for Workforce Innovation, LaborMarket Statistics, September 2006.



About the Employ Florida Banner Center for Energy

- Launched in 2007
- Based at Lake-Sumter Community College
- Educational Partner: Indian River Community College
- Aims to grow Florida's skilled energy workforce by expanding availability of line technician skills training with an initial focus on offering introductory courses for young people and the underemployed. Also working to expand training opportunities for in-demand power plant workers, e.g. operators and mechanics

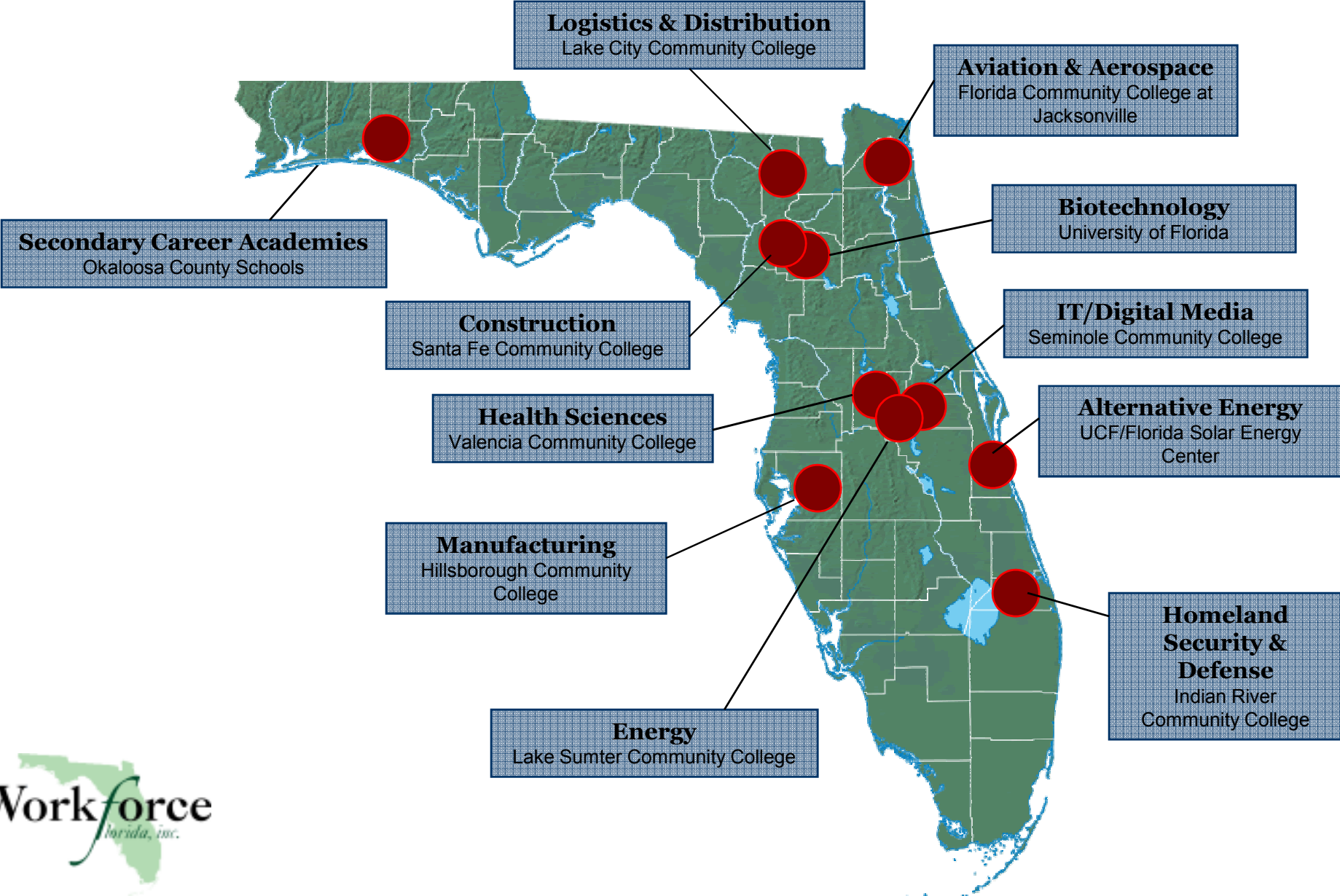


About the Employ Florida Banner Center for Alternative Energy



- Launched in Feb. 2008
- Based at UCF/Florida Solar Energy Center
- Initial focus is on solar thermal and photovoltaics
- Within a year, aims to offer statewide education, training and workforce placement for these alternative energy technologies.

Employ Florida Banner Centers



Pipeline Development Initiatives

Utility Companies Take Action

- Gulf Power Academies: Pensacola (WFHS), Laurel Hill (Laurel Hill School), Milton (Locklin Tech)
- Florida Power & Light: Miami (Miami Lakes Educational Center)
- Miami-Dade College & Indian River Community College
- Sumter Electric Cooperative (SECO) & Orlando Utilities/
- Lake-Sumter Community College
- CLM Workforce Connection Power Industry (PI) Academy Planning Grant

FEWC Agenda

- EXPAND SCOPE of FEWC to include contractors' workforce needs (indirect hires)
- ENHANCE ENGAGEMENT among other key stakeholders (contractors, contractor associations, trade unions, legislators, Governor's office, Florida Energy Commission, others)
- ESTABLISH COMMITTEES to follow up on actions from the Skilled Trades Summit

FEWC Areas of Focus

- Career Awareness
- Funding & Resources
- Policy & Education
- Untapped Labor Pools
- State Outreach

Lessons Learned

- Underscore criticality of need among all partners—public & private: The “house is on fire!”
- Engage all critical stakeholders
- Growing Your Own is Best Solution
 - Enhance Career & Technical Education (understand key policy role industry must play)
- Link Energy Industry to State’s Economic Development Priorities

Economic Development Opportunities on the Horizon

- **HB 7135 – Florida’s 2008 Energy Bill**
 - **Florida Energy Systems Consortium**
 - Collaborative research among state universities and energy industry
 - Developing a Florida-based energy technology industry
 - Faster technology transfer
 - Education and outreach programs to prepare a qualified energy workforce
 - Leverage funds to facilitate sustainable energy development
 - First annual report due to the Legislature Nov. 1

Why Workforce Development Matters

“The best employers the world over will be looking for the most competent and most innovative people. ... This will be true not just for the top professionals and managers, but up and down the length and breadth of the workforce.”

— **Commission on the Skills of the American Workforce,
National Center on Education and the Economy**