



Cypress Mandela-PowerPathway Overview



Cypress Mandela Training Center Overview

Background

The Cypress Mandela Training Center is an Oakland based nonprofit that was founded in 1989 in response to the Loma Prieta Earthquake, and training local residents to rebuild the collapsed Cypress Freeway. Cypress Mandela provides a free, 16 week pre-apprentice training program for local residents seeking careers in construction and the utility industry. As part of the 16 week program, students receive various safety certifications, hands on training, physical education, math, blueprint reading and life skills.



Cypress Mandela as a Community Partner

Community Outreach for Local & Diverse Talent

Pipeline for High Schools and Youth Programs

Pre-Screening Applicants for Employers

Clean Slate & Expunging for PG&E Screening

Financial & Supportive Services for Students

Training Facility & Computer Lab for PowerPathway

PowerPathway™ Partnership with Cypress Mandela

A PG&E nationally-recognized workforce development model founded in 2008

Develops career training programs with Cypress Mandela since 2012:

- Free, Unpaid, 8wks., Monday-Friday (320hrs.)
- Typically 1-2 Programs Annually
- Training Varies Based on PG&E's Lines of Business
- Partners With Other Industry Employers
- No Guarantees To Employment

Outline

- Safety, Core Competencies & Certifications
- Team Building and Diversity & Inclusion
- Physical Education & Industrial Ergonomics
- Pre-Employment Test Preparation
- HR Soft Skills, Field Trips and Guest Speakers
- Hands-On Training
- On the Job Training



Cypress Mandela to PowerPathway™ Timeline

Month 1-4

**Cypress Mandela
16wk. Pre-
Apprenticeship
(60-80 Students)**

- 60-80 Candidates complete the Cypress Mandela 16wk. Pre-Apprenticeship
- After graduating, Cypress Mandela candidates apply to PG&E PowerPathway
- Cypress Mandela conducts drug and criminal background screening

Month 5-6

**PG&E Screening
Process**

- PG&E screens for employment and pre-employment testing eligibility
- PG&E conducts physical assessments
- Candidates interview with PG&E hiring managers
- Candidates are selected for PowerPathway

Month 7

**PowerPathway
Class Begins
1st Half
(Cohort size
between 15-30)**

- PG&E Code of Conduct and Core Competencies
- Safety Training and Certifications
- Gas & Electric Overview
- Pre-employment Test Preparation
- Field Trips and PG&E Guest Speakers
- Resume Development and HR Soft Skills

Month 8

**PowerPathway
Class continued
2nd Half**

- Workforce Health and Ergonomics
- Certifications
- Hands On Training with the PG&E Academy
- On The Job Training at PG&E Job Sites
- Community Service

Month 9-10+

**Program
Completion**

- Students Register with the IBEW 1245 Hiring Hall
- Graduation and Diplomas Awarded
- Special Projects Agreement with IBEW 1245 Hiring Hall to directly place graduates
- Case Management and seeking permanent careers at PG&E

Screening Criteria

All applicants must be a Cypress Mandela 16wk. graduate

All applications for PowerPathway submitted at: www.pge.com/powerpathway

Minimum Requirements

- Cypress Mandela 16wk. Graduate
- 18 yrs. or older
- Ability to Work in the United States
- High School Diploma or GED
- Valid Class C Drivers License
- Live Within 20 Miles of Training
- Ability to Lift 50 Pounds or More
- Willingness to Work Outdoors
- Commitment to Travel and Work Overtime
- Commitment to be an Emergency First Responder

Please note, Active Duty Military or Honorably Discharged Veterans must provide DD214 Form.

PowerPathway Screening

- Criminal Background (7yrs.)
- Driving Record (7yrs.)
- Eligible for PG&E Pre-Employment Testing
- Eligible to Work for PG&E and IBEW 1245 Hiring Hall
- Passed Physical Assessment
- Successfully Interviewed with PG&E Hiring Managers

Cypress Mandela-PowerPathway™ Partnership Highlights

Signature partner in the East Bay since 2012

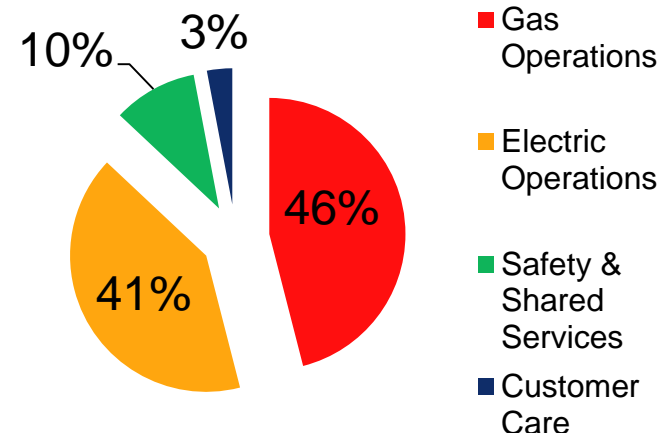
2012-2019: 6 Gas Programs & 3 Electric Programs (190 Graduates)

- 94% Industry Hire Rate
- 78% PG&E Hire Rate
- 88% Graduate Diversity Rate
- 23% Female Graduate Rate

Important Visits

- 2013, California Governor Jerry Brown and Lt. Governor Gavin Newsom
- 2014, US Secretary of Labor Tom Perez, Congresswoman Barbara Lee and Oakland Mayor Jean Quan
- 2015 Oakland Mayor Libby Schaaf
- 2017 Congressman Eric Swalwell and Alameda County District Attorney Nancy O'Malley

PG&E Hiring Percentages



Cypress Mandela-PowerPathway™ Gas Programs

6 Programs Held Focusing on Careers in Gas Operations

68 Graduates Hired in PG&E Gas Careers

- 2012 = Bridge to Gas Utility Worker, GAS-0802 (95% Overall Hire Rate)
- 2013 = Bridge to Gas Utility Worker, GAS-0802 (94% Overall Hire Rate)
- 2014 = Bridge to Gas Operations, GAS-0802 (87% Overall Hire Rate)
- 2015 = Bridge to Gas Operations, GAS-0802 (100% Overall Hire Rate)
- 2016 = Bridge to Gas Operations, GAS-0802 (92% Overall Hire Rate)
- 2019 = Entry to Gas Operations, GAS-0802 (94% Overall Hire Rate)

Highlights

- 2012: Implemented GAS-0802 “PG&E Academy Gas Utility Worker School”
- 2013: Mock OQ Evaluations
- 2014: Plastic Pipe Fusion Training
- 2015: Gas Service Representative Training
- 2019: 2wks. On the Job Training



Cypress Mandela-PowerPathway™ Electric Programs

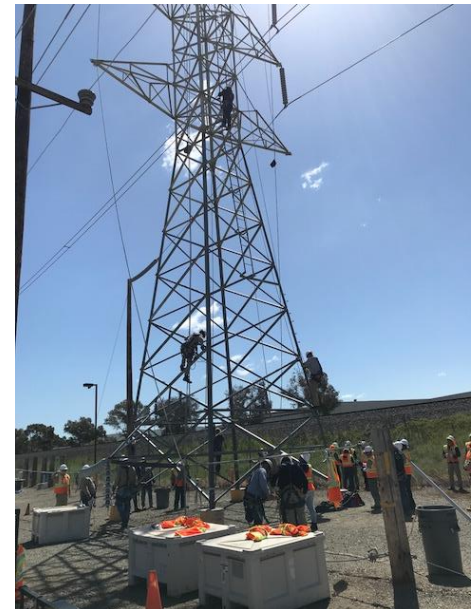
3 Programs Held Focusing on Careers in Electric Operations

61 Graduates Hired in PG&E Electric Careers

- 2012 = Bridge to Electric Utility Worker, Pole Climbing Capstone (88% Overall Hire Rate)
- 2017 = Bridge to Electric Utility Worker, Tower Climbing Capstone (90% Overall Hire Rate)
- 2018 = Entry to Electric Operations, Pole & Tower Climbing Capstone (100% Overall Hire Rate)

Highlights

- 2012: Pole climbing training implemented with PG&E Academy instructors.
- 2017: On the Job Training at PG&E job sites implemented with electric hiring managers.
- 2017 & 2018: Special Projects Agreements formed with the IBEW 1245 Hiring Hall to directly place graduates at PG&E.
- 2018: All 30 graduates placed at PG&E in Electric Operations with 100% PTB and WOI pass rate.



Careers at PG&E

Typical entry-mid level careers at PG&E and their Line of Progression

Electric Operations:

- **Utility Worker – M&C and GC**
(Overhead & Underground Line Dpt.)
- **Electric Line Assistant**
(Apprentice Lineman)
- **Utility Worker – Substation & Hydro**
(Apprentice Electrician)
- **Night T&D Assistant**
(Apprentice Cable Splicer)
- **Utility Worker – Tower**
(Towerman)

Gas Operations:

- **Utility Worker – Traffic Control Flagger**
(Heavy Equipment Operator)
- **Utility Worker – M&C and GC**
(Apprentice Welder)
- **Utility Gas Service Representative**
(Gas Service Representative)
- **Gas Compliance Representative**
(Corrosion Mechanic NACE CIP)
- **Utility Construction Inspector**
(Construction Inspector NACE/API/CWI)

Placement With Industry Partners

Employers and Contractors that have partnered on programs and hired graduates

Employers:

- BART
- EBMUD
- CalTrans
- AT&T
- Comcast
- AC Transit
- City of Oakland Public Works Dpt.
- San Francisco MTA
- Port of Oakland
- Alameda County Public Works Dpt.
- US Department of Defense
- San Francisco Public Utilities Commission

Contractors:

- Underground Construction
- Canus Co.
- TULSA Inspection
- E2 Engineering
- Davey Tree
- Swinerton Builders
- Turner Construction
- Sun Mountain LLC.
- Boyette Construction
- Desilva Gates
- Miller Pipeline
- Teichert

IBEW 1245 Support

Supporter of the Cypress Mandela Training Center since 2009

148 Graduates Registered in the IBEW 1245 Hiring Hall (HH):

- 2010-2018 = Provided Over \$60,000 in Grant Funds
- 2012-2019 = HH-Utility Worker Hiring : Gas, Electric, Substation, Hydro and Tower
- 2014 = Traffic Control/Flagging Hiring
- 2016 = Created Electric Line Assistant Classification
- 2017 = Piloted Skilled Craft Internship
- 2017-2018 = Electric Vehicle & Painter Hiring

2017 & 2019 Special Projects Agreements

- All Graduates Receive Guaranteed Placement as HH-Utility Workers
- Ability to Directly Select PowerPathway Graduates from IBEW 1245-HH
- More Work Experience & Exposure for Graduates
- Hiring Managers Assess Graduate Work Ethic & Performance
- Graduates Receive a Competitive Advantage for Permanent Openings
- Expedite Onboarding Process & New Employee Orientation





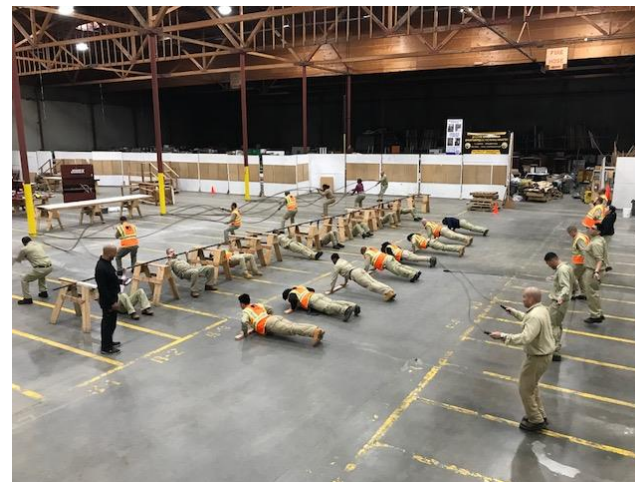
US Secretary of Labor Tom Perez and Congresswoman Barbara Lee speaking with Cypress Mandela Executive Director Art Shanks while visiting PowerPathway in 2014



Cypress Mandela-PowerPathway students volunteering at the Alameda County Food Bank in 2016



2017 Cypress Mandela-PowerPathway Class



2018 Cypress Mandela-PowerPathway during P.E. Training