Exhibit to Agenda Item #1

Brief the Board on current workforce trends and the strategies enabling a diverse future-ready workforce for SMUD and the region we serve.

Board Strategic Development Committee and Special SMUD Board of Directors Meeting

Tuesday, March 12, 2024, scheduled to begin at 6:00 p.m.
SMUD Headquarters Building, Auditorium
Regional Workforce Approach

- **Partnerships**
- **Awareness**
- **Education and Training**
- **Equitable Economic Access and Growth**

**Train 3,000 – Help Employ 1,000 People**

By the end of 2024
Organizational Commitment

Energy Delivery and Operations
Finance
Zero Carbon
Workforce, Diversity and Enterprise Partnerships
Information Technology
Legal and Governmental Affairs
Marketing and Communications
Customer
The Industry Workforce

Center for Energy Workforce Development

• Energy industry job growth is outpacing overall US employment.
• Existing talent gap will continue without a new approach.
• Cross functional industry skills need.
• Opportunity to reach untapped diverse talent.
## Regional Workforce Drivers

### Landscape

| California’s commitment to Net Zero Carbon by 2045 | California's pledge to electric transportation—100% of new cars and trucks zero emission 2035 | SMUD's Zero Carbon by 2030 |
## Regional Workforce Drivers

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<tr>
<th>Landscape</th>
<th>California’s commitment to Net Zero Carbon by 2045</th>
<th>California’s pledge to electric transportation—100% of new cars and trucks zero emission 2035</th>
<th>SMUD’s Zero Carbon by 2030</th>
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<td>Trends</td>
<td>76 California cities have building codes limiting gas use</td>
<td>(P)EV registration up 30% in 2023 in California</td>
<td>Up to ~3,000+ MW utility scale renewable generation by 2030</td>
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# Regional Workforce Drivers

## Landscape
- California's commitment to Net Zero Carbon by 2045
- California's pledge to electric transportation—100% of new cars and trucks zero emission 2035
- SMUD's Zero Carbon by 2030

## Trends
- 76 California cities have building codes limiting gas use
- (P)EV registration up 30% in 2023 in California
- Up to ~3,000+ MW utility scale renewable generation by 2030

## Needs
- 100K jobs for electrification needed in California annually next 25 years
- In the SACOG area:
  - ~288k Electric Vehicles (EVs) by 2030
  - ~173k EV charging stations by 2033
- Country Acres, @344 MW, will support more than 360 jobs
Workforce Demographics Reporting
SMUD Workforce Diversity and Industry Diversity Trends

What are we doing?

- Diversity, Equity, Inclusion & Belonging consultations with hiring managers
- Equal Pay Pledge commitment
- Targeted job advertisements
- 54 community partnerships in 2022 to improve job readiness and access

*Percentages may not add up to 100% due to rounding.*
The ROI of the Regional Workforce Strategy

• Develop the skilled workforce our region needs to achieve SMUD’s vision for a zero carbon economy.

• Ensure that every community can benefit from the economic growth resulting from SMUD’s Zero Carbon Plan.

• Support SMUD’s internal workforce pipeline.
Building SMUD's Workforce Pipeline

K-12 STEM and Workforce Education
- Classroom Visits
- Summer Camps
- Tours
- Events
- Nonprofits

Entry Level Skill Building

Entry Level Workforce Training
- Rosemont
- SES
- Cordova
- CapCCA
- SAVA

High-school CTE
- NCCT
- Grid Alternatives
- CRC
- Sierra College

College Programs
- ARC
- CRC
- Sierra College

Professional Schools & Apprenticeships
- IBEW
- Carpenters
- WECA

On-the-Job Training
- SMUD
- SETA
- Grants

SMUD Projects and Programs

Industry Hires
- Electricians
- EV Techs
- Construction
- Solar Installers
- Manufacturing

SMUD Hires
- Elec Techs
- Line workers
- Field Crews

Awareness

Career Outreach
- Career Ambassadors
- Job Fairs
- SC Partner Communications

Employment

March 12, 2024

Board Strategic Development Committee and Special SMUD Board of Directors Meeting
Growing awareness of career opportunities
Zero Carbon Careers and SMUD as a top employer

~28k / Year

Students and Community
- STEM Events
- Career Ambassadors
- CTE schools
- Educational Partnerships
- Internships

150 CBOs

Unemployed, Under-Employed, Recent Grads
- Community Orgs
- Career Fairs
- Trade Fairs
- Workforce Partners

30k applied

Current Employees & Employed Population
- Trades
- CIRCA
- Community Networks
- Employer Brand

Find job
Achieving Equity for Entry Level Jobs
SMUD Led Industry Specific Skill building

Solar Training + Electrification
- Grid Alternatives
- Community Resource Project
- Sacramento Job Corps

Electrician Trainee/EVSE Installation
- Northern California Construction Training
- American River College
- California Mobility Center

Construction Electrification
- Cosumnes River College
- Construction Industry Education Foundation
- North State Building Industry Association

Battery Storage, Manufacturing & Supply Chain
- Sacramento State
- California Mobility Center
- Charles A. Jones Education Center

Since 2022:
- 54 Partners/Programs
- 5,485 Trained
- 922 hired/upskilled
## Workforce Pipeline Placement Opportunities

### SMUD Hires
- Administrative Support
- Skilled Trades
- Project Managers
- Customer Service Reps
- Program Managers
- Community Outreach

### Programs/Services
- Meadowview Electrification
- Community Impact Plan Business Electrification
- E-Fuel
- Virtual Power Plants
- Electric Vehicle Supply Equipment Maintenance
- Lineworker Scholarship

### Utility Scale/Grants
- Country Acres
- GRIP 1,2,3
- Fast Grant
- Wind Technician
- Thermal Plant Training
- Power Hub

### Partnerships and Private Employers
- California Mobility Center
- Sparkz
- Techo Guide
- Industry Collaboratives
- Sacramento Employment and Training Agency
- Charles A. Jones Center

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March 12, 2024

Board Strategic Development Committee and Special SMUD Board of Directors Meeting
SMUD's Grant Impact on Regional Workforce

Since 2020, SMUD has brought in over 414M in funding for our region

**Highlights**

<table>
<thead>
<tr>
<th>Project</th>
<th>Department</th>
<th>Economic Boost</th>
<th>Jobs/Position Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meadowview Electrification</td>
<td>Department of Energy</td>
<td>3M</td>
<td>5-6 new entry level positions</td>
</tr>
<tr>
<td>Fast (EV Hubs)</td>
<td>California Energy Commission</td>
<td>2.92M</td>
<td>3-4 new Electric vehicle supply equipment maintenance, 15+ upskill</td>
</tr>
<tr>
<td>Connected Clean Power City</td>
<td>Department of Energy</td>
<td>50M</td>
<td>30+ Skilled trades and weatherization</td>
</tr>
<tr>
<td>Reach 2.0 (Multifamily EVSE)</td>
<td>California Energy Commission</td>
<td>5M</td>
<td>~5 entry level electrician helpers</td>
</tr>
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</table>
Northern California Construction and Training Electrician Pre-Apprenticeship

• Six-week, pre-apprentice training program in partnership w/ IBEW.
• Since launch in 2023, over 100 people have been trained to date.

Cohort Locations:
• Folsom Cordova Adult School in Rancho Cordova.
• Meadowview in partnership with the Sacramento Job Corps.
• Del Paso in partnership with Highlands Charter.
• Elk Grove in partnership with Wilton Rancheria.
Solar + Electrification

Solar, battery, and EVSE installation training.

Entering 4th year of partnership with Grid Alternatives.

Partnership Includes
• Six-week paid training program
  • Average ~55 graduates every year
  • Program has 60% placement rate
  • New to program, Grid Alternatives incorporating SMUD 2030 zero carbon information as a part of its student outreach programing
Lineworker Scholarship Program

• First and largest lineworker scholarship in Northern California.
• Partnership with IBEW 1245.
• Training curriculum developed by SMUD's top instructors.
• Workforce, Diversity, & Enterprise Partnership network ensured equitable outreach.

Results
• ~600 people attending a virtual Information.
• 207 participants in half day orientation and practice.
• Top 35 candidates awarded scholarship to participate in SMUD’s first ever Lineworker Scholarship program.
Path to Sustainable Success is Long-Term Commitment

Awareness
Skills
Experience
Advanced Education/Certificates
Economic Development/Jobs
Living Wage Careers

Time and Opportunity