



# The Energy Link

## Heartland Conference 2010

Levorn Mackins  
Ivy Tech Community College

# History of Indiana Energy Consortium

- ▶ Established in February 2007 resulting from projected workforce need by Vectren in partnership with Southwest Indiana Region Ivy Tech Community College
- ▶ Connected with Center for Energy Workforce Development (CEWD)
- ▶ Established a relationship with Indiana Energy Association (IEA) to be fiscal agent



# History of Indiana Energy Consortium

- ▶ Brought all the state's major utilities to the same table
- ▶ Brought regional campuses of Ivy Tech Community College to the table
- ▶ Brought regional WorkOnes to same table
- ▶ Brought some utility contractors to table



# History of Indiana Energy Consortium

- ▶ Membership includes:
  - Indiana Michigan Power, a unit of American Electric Power
  - Indianapolis Power & Light, an AES company
  - Alcoa Warrick Power Plant
  - Citizen's Energy Group
  - Duke Energy
  - Indiana Energy Association
  - Ivy Tech Community College



# History of Indiana Energy Consortium

- ▶ Membership includes:
  - Indiana Department of Workforce Development
  - WorkOnes
  - Indiana Statewide Association of Rural Electric Cooperatives, Inc.
  - Northern Indiana Public Service Company, a NiSource Company
  - Vectren Corporation
  - Miller Pipeline



# Mission

- ▶ Create an ongoing partnership among energy industries, education entities and workforce development organizations to assure that an adequate supply of qualified, skilled workers are available to meet the needs of the energy industry in Indiana.



# Objectives

- ▶ Provide a forum for utility companies to address their common workforce challenges
- ▶ Establish a core curriculum at Ivy Tech to serve as a base of knowledge for individuals interested in a career in the energy industry
- ▶ Promote awareness of the role of utilities in the economic well-being and development of our communities



# Objectives

- ▶ Raise recognition among high school and college students, parents, teachers and others in the community of utilities' excellent career opportunities and the career pathways available with ongoing on the job training



# Programs of Study

- ▶ Concentrations within the Industrial Technology Program
  - Electric Line Construction
  - Power Plant Technology
  - Natural Gas Technology
- ▶ Career Development Certificates (CDC's), upgrading to Technical Certificates (TC's)
- ▶ Associate of Applied Science degrees



# Consortium Development

- ▶ Each member serves on a committee of the Consortium
- ▶ Original committees were Curriculum, Funding and Marketing
- ▶ Began Core Leadership Team in fall 2009
- ▶ Committees evolved to Finance, Placement, Public Relations & Education Outreach and Curriculum with three subcommittees
- ▶ In January 2010 voted to begin operating under a charter with annual dues



# Consortium Development

- ▶ The leadership of the consortium has always been shared between utility companies and education. One co-facilitator from the utility companies and one co-facilitator from an Ivy Tech region or central office
- ▶ This model allows for diversity of perspectives to be represented
- ▶ WorkOnes help balance the group



# CEWD Connection

- ▶ Early in our development a connection was made with the Center for Energy Workforce Development through a member utility, Vectren
- ▶ With contributions from members the Consortium was able to develop its own web page within the CEWD web site
- ▶ Our “Get Into Energy Indiana” is a result of this membership



# CEWD Connection

- ▶ As a part of CEWD's State Consortium Leads group we participate in regular conference call meetings with other states
- ▶ An Indiana Groupsite was developed through CEWD
- ▶ Our members have joined the state Groupsite which adds an additional format for communication



# MEA Connection

- ▶ The Midwest Energy Association (MEA) is primarily an industry organization
- ▶ Ivy Tech is a Partner in Education member
- ▶ This provides an avenue for collaboration with MEA's EnergyU, online courses
- ▶ Through this partnership we have launched our first online course
- ▶ Helps us stay abreast of news about the broader industry



# Resources

- ▶ \$1,000,000 High Growth Job Training Initiative project is funded by the Department of Labor / Employment and Training Administration for 3 years, 2008–2011
- ▶ Targets Ivy Tech Regions Northwest IN (1), Central IN (8) and Southwest IN (12)
- ▶ Allows for addition of more Ivy Tech regions to offer training as labor markets dictate
- ▶ Regional Advisory Boards add more localized insight



# Resources

- \$498,000 in training dollars made available to the three targeted regions
- Marketing dollars provided to each of these regions with some used for statewide
- Initial pool of contributions from members, administered by IEA, is used for marketing expenses as well
- Expansion of training into renewable energy areas, specifically ethanol manufacturing, is taking place



# Current Status

- ▶ CDC's, TC's and AAS's were approved by authorizing entities as concentrations in Industrial Technology within the School of Technology
- ▶ Over 250 students currently enrolled in courses in five regions
- ▶ Courses are currently available in the Northwest Indiana (Gary area), Central Indiana (Indianapolis area), Southwest Indiana (Evansville area), Kokomo and Southeast Indiana (Madison area) regions.



# Current Status

- ▶ Course development continues with Ivy Tech and utility Consortium members contributing to this work including online course development
- ▶ Utility Consortium members are contributing subject matter experts for adjunct faculty for many of the courses in various locations
- ▶ One utility Consortium partner has provided three scholarships for students in one geographic area.





# The Energy Link

## Small Group Exercise

# Potential Pitfalls of Linkages

- ▶ Lack of continuity due to changes in membership
- ▶ Unclear group priorities resulting from differing perspectives and priorities of members
- ▶ Less than stable decision making process
- ▶ Irregular leadership changes



# Potential Solutions

- ▶ Determine how membership is established
- ▶ Is membership based on individuals or organizations for voting purposes
- ▶ Take the time to work through development of mission and objective which will then lead to priorities
- ▶ Adopt a group process such as Robert's Rules of order and/or a charter or other document that provides needed direction



# Potential Solutions

- ▶ Agree to a means to select leaders of the group
- ▶ Provide for broad representation in leadership
- ▶ Provide for regular leadership tenure and change
- ▶ Don't expect to resolve all of the issues quickly
- ▶ Give yourselves time to build trust and communication



# Rewards of Linkages

- ▶ Synergy of varied and combined thought processes
- ▶ Combined financial resources
- ▶ Increased training facility resources
- ▶ Previously established partnerships position you favorably for grant funding, private and public
- ▶ Long-lasting partnerships benefit all parties