



**SUPPORTING GREATNESS.  
DEVELOPING OPPORTUNITIES.**

# Lineman Workforce Development

December 9, 2019



# ECG Mission Statement

## Mission

To deliver cost effective professional resources,  
facilitate key relationships, and provide educational  
opportunities to enhance the quality of life for  
our stakeholders.

# Deliverable Solutions

- Are You Doing Everything You Can to Recruit & Retain Great Lineman?
  - Breakout Session at MEAG's Annual Meeting
    - 2018 APPA Salary Survey Report
- Lineman Recruitment Video
  - Tangible resource for marketing purposes
  - Video can easily be personalized for each ECG Member
  - Features ECG Member Communities & Personnel
  - Co-sponsored with MEAG Power

# Deliverable Solutions

## ■ Updated Salary Exchange

- ECG Members can instantly access high quality and up-to-date salary and classification information
- ECG Website – must have an authorized login
- 28 ECG Members participated
- gage salaries within their utilities to remain competitive for recruitment and retention

## ■ Continued Education on the importance of the Lineman position

- Skill Set of a Lineman
- Dangers of the Position as a Lineman
- ECG Training & Safety
- Management of Multi-generational Workforce
- Compensation

# Skill Set of a Lineman



*Courage is being scared to death but saddling up anyway.*

*Life is tough, but it's tougher when you're stupid.*

*Tomorrow hopes we have learned something from yesterday.*





# Skill Set

- **You Must Be Mentally & Physically Strong**

Every day is different, from challenging jobsites to working in all types of extreme weather. And working with high-voltage lines leaves you absolutely no room for error. Mistakes from fatigue can be life-threatening in this job.

- **You Cannot Be Afraid of Heights**

Linemen must be able to climb. And climb. And climb. In fact, if you're not comfortable working high in the air, start thinking about a different career.

- **You Must Like Living Life on the Edge**

Lineman work is recognized within the [top 10 most dangerous jobs in the U.S.](#)

# Skill Set

- **You Must Be Willing to Commit Yourself to the Career**

Everything that comes with being a lineman makes it more than a career; it's a lifestyle. It requires a certain amount of pride to ensure each job lives up to their personal expectations of excellence. One bad day or one faulty pole can ruin a day – or someone's life. Linemen's families have to commit to the career choice, as well, because those long hours can take a toll.

- **You Must Be a Hands-On Learner**

Working on high-voltage lines doesn't require a Ph.D., but that doesn't mean you can become a lineman overnight. The first step is getting hired as an apprentice, which means going through at least four years of education and training before becoming a journeyman lineman.



# Dangers of the Lineman Position



# Fatal Work Injury Rates

## Chart 3. Civilian occupations with high fatal work injury rates, 2017

























SPEED  
LIMIT  
35





Atec









## **Debris . . .**

garbage, sewage

rotten meat, sheet metal

rusted nails, glass.

# Extreme Working Conditions

- Weather
- Traffic
- Terrain
- Heights
- Voltage



# Work Styles / Character of a Lineman

Servanthood - Solid - Sturdy

Family - Leader - Unshaken

Dependable – Detailed – Durable - Determined

Team Player - Adaptable - Flexible

Reliable - Intelligent- Quick Study

Prideful – Persistent – Problem Solver - Passionate

**Resilient**

able to withstand or recover quickly from difficult conditions.

When the going gets tough, the tough get going...



## Camaraderie

mutual trust and friendship among people who spend a lot of time together.



# Lineman Training



# Training – Powerline Schools

- Groundman School
- DOL Apprenticeship Lineman Program
- UG Line Locate and Fault Finding Class
- Advanced Lineman Program
- Meterman School
- Special Purpose One-day Training
- Storm Assessor Certification
- Overhead Hotline School

# Workforce Development

# Workforce Development

## Management Training of a Multi-generational Workforce

- Current Work Environment

Generation	Birth Years	Age Group
Baby Boomers	1946–1964	55-73
Gen X	1965-1976	43-54
Millennials	1977-1995	24-42
Gen Z / Centennials	1996-Present	23 & Under

- Millennials are the largest generation in the workplace today.
  - Drivers of what your workplace environment will be.

Source: The Center for Generational Kinetics



# Workforce Development

- Leverage the diversity of knowledge & skill set to your advantage.
- Creating a culture of diversity, inclusion and adaption
- ECG Member Training
  - Excellence As A Supervisor Program
  - Customer Service Training
  - Foreman Series

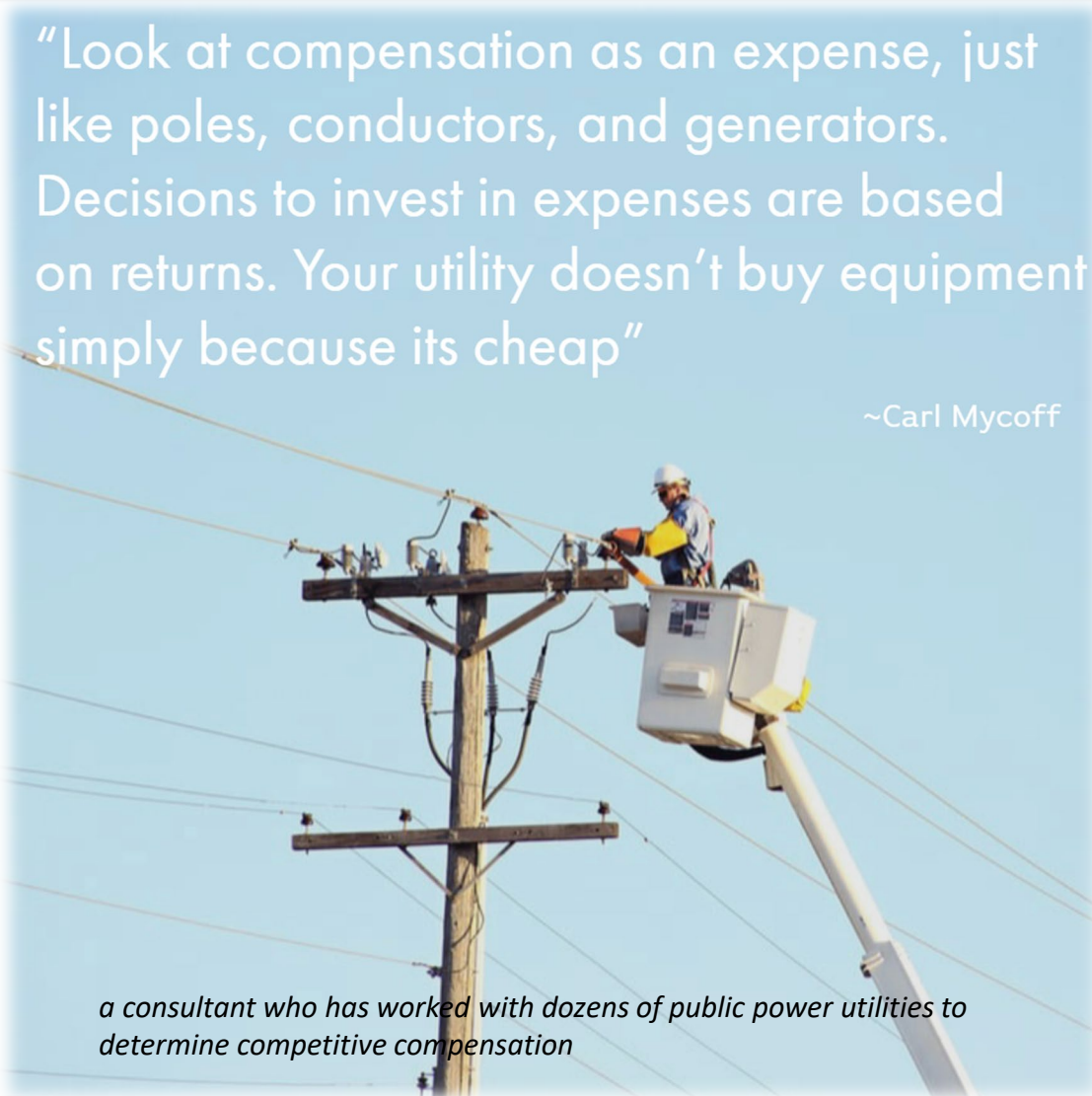
# Compensation

# Compensation

“Look at compensation as an expense, just like poles, conductors, and generators. Decisions to invest in expenses are based on returns. Your utility doesn't buy equipment simply because its cheap”

~Carl Mycoff

*a consultant who has worked with dozens of public power utilities to determine competitive compensation*



# Compensation

- Competitive with Market Pay
  - 2018 APPA Salary Survey Report
    - 365 Public Power Utilities Responded to the American Public Power Association (APPA) Salary Survey
  - We focused on
    - Line Superintendent
    - Journeyman Lineman
    - Apprentice Lineman

# Compensation

## ■ Journeyman Lineman

*Performs advanced electrical duties. Completed the 3-Year Apprenticeship Training and has multi year work experience to work on high voltage of distribution system.*

■ National (All respondents) = **\$35.57** (308 responses)

■ Regionally (SouthEast):

< than \$15M Revenue

**\$25.05** (12 responses)

> than \$15M Revenue

**\$33.55** (63 responses)

*More than 2/3 of MEAG Communities*

*(All data shown is the "Average Hourly Rate")*

# Compensation

## ■ Apprentice Lineman

*Performs skilled & non-skilled line work; assists journeyman lineman on construction and maintenance of distribution system.*

- National (All respondents) = **\$26.85** (267 responses)
- Regionally (SouthEast):
  - < than \$15M Revenue
    - \$18.20** (10 responses)
  - > than \$15M Revenue
    - \$24.20** (58 responses)

*More than 2/3 of MEAG Communities*

*(All data shown is the "Average Hourly Rate")*



# Compensation - Competitor

## ■ Unassigned Apprentice Lineman (UAL-1)

*Performs skilled & non-skilled line work; assists journeyman lineman on construction and maintenance of distribution system.*

■ \$20.76 / Hr = **\$43,000**

### ■ Qualifications

- HS Diploma - preferred
- Basic mechanical aptitude
- Be able to climb poles
- Pass a pre-employment written exam

# Compensation

- APPA – Staying Competitive: Why Public Power Needs to Pay Equitably.
- ECG Salary Exchange
  - How do you rank amongst other ECG Members
  - Good starting place to implement increases
- Step Progression
  - ECG Training & Safety Program
  - Develop a Career Path where the Lineman can visualize future opportunities with pay increases and grow within the organization.
  - Over time as you invest, the employee will invest making it harder to leave.
  - Be Creative with adding additional responsibilities that position the lineman to hold dear to his responsibilities. (safety coordinator, community outreach)



Q&A



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