

CTECS 2024

Community of Practice

Greenville, SC



**Dominion
Energy[®]**

Introductions & Overviews

- Dominion Energy
- Virginia Energy Workforce Consortium
- Workforce Development & Talent Strategy Journey

Accomplishments & Opportunities

- Industry & Education Partnerships in Virginia
- Best Practices & Recommendations

Summary & Next Steps

- Intentional Partnerships
- Communications & Awareness
- Roles & Responsibilities



*To provide the reliable,
affordable, and
increasingly clean energy
that powers our
customers every day.*

OUR CORE VALUES



SAFETY



EXCELLENCE



ETHICS



EMBRACE
CHANGE



ONE DOMINION

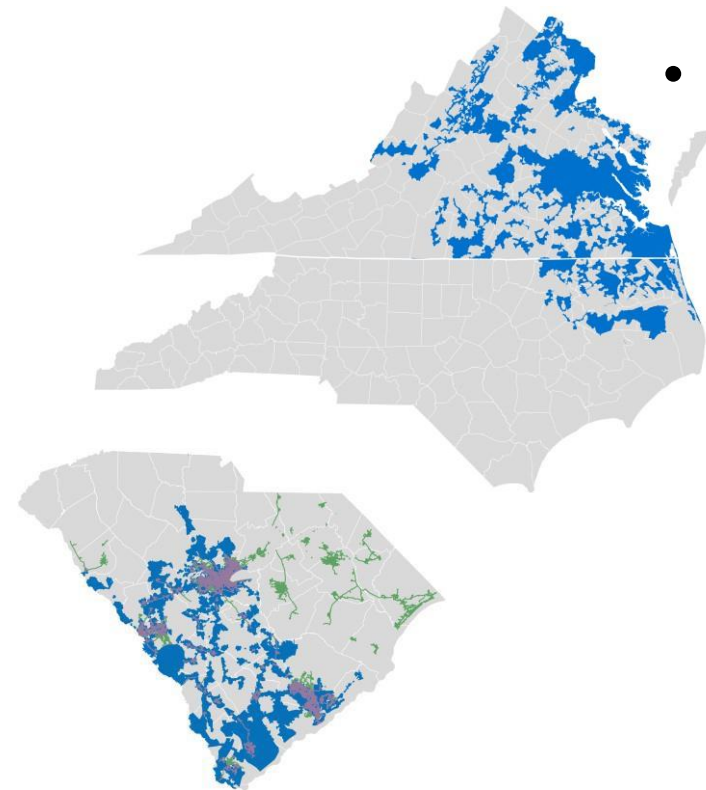
Dominion Energy

At-a-Glance



- Headquarters: Richmond, Va.
- Employees: 14,400
- States: 13
- Customer accounts: 4 million
- Market cap: \$44 billion
- Owned generating capacity: 28.4 GW
- Miles of electric lines: 89,900

Strategic Footprint



• Key service areas

➤ Virginia:

- ✓ Northern Virginia
- ✓ Richmond/Central Virginia
- ✓ Hampton Roads

➤ South Carolina:

- ✓ Charleston
- ✓ Columbia/Midlands

Dominion Energy Virginia

By The Numbers



58,500 miles
electrical
dist.

6,800
miles electric
transmission
lines

>6,000
employees

20,400 MW
generation

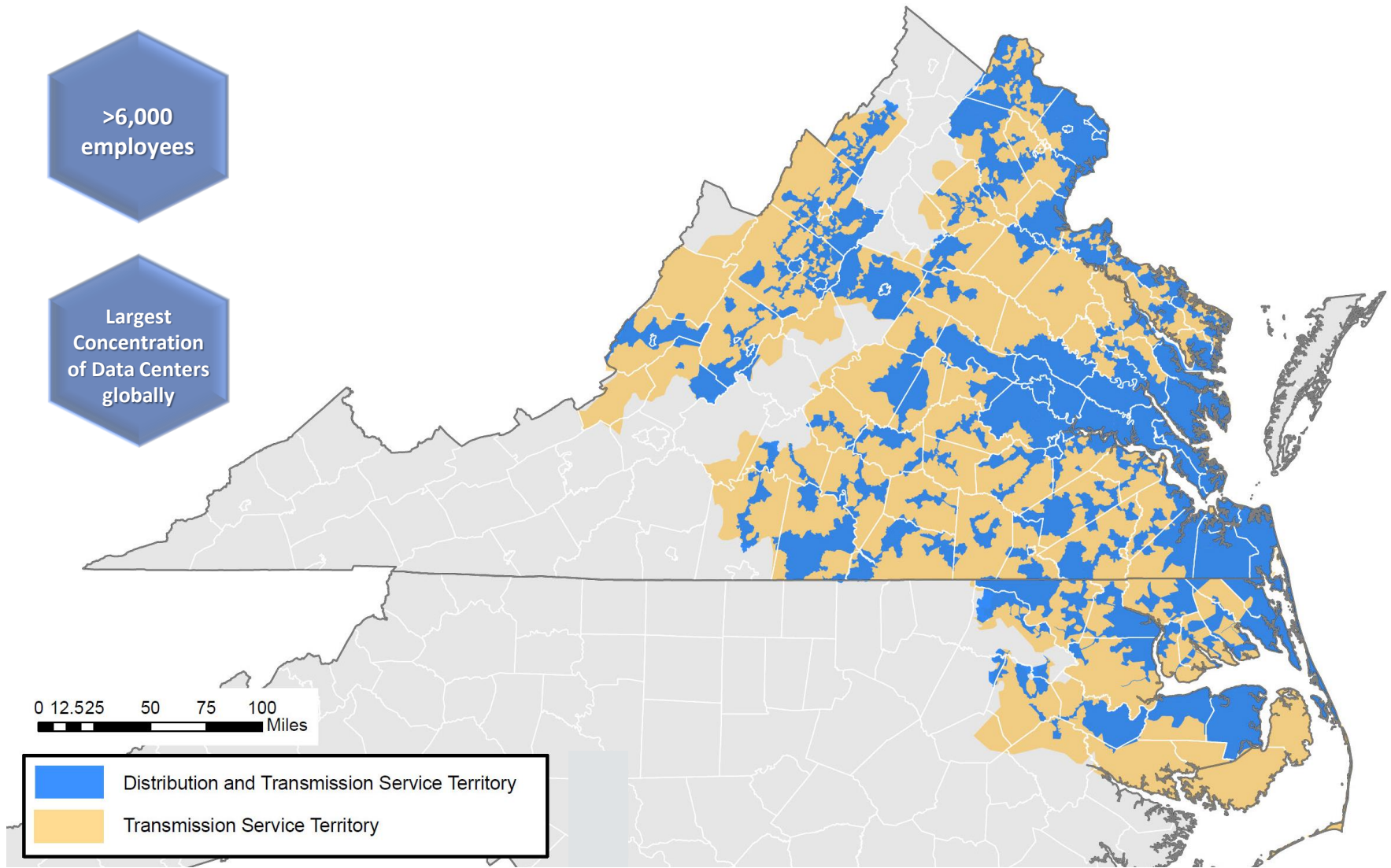
3,000+ MW
renewable
energy
capacity

Largest
Concentration
of Data Centers
globally

\$350M
solar projects
entered into
service

\$1.78B
invested in
VA's electric
transmission
system in
2023

DEV rates
are 12%
less than
national
avg



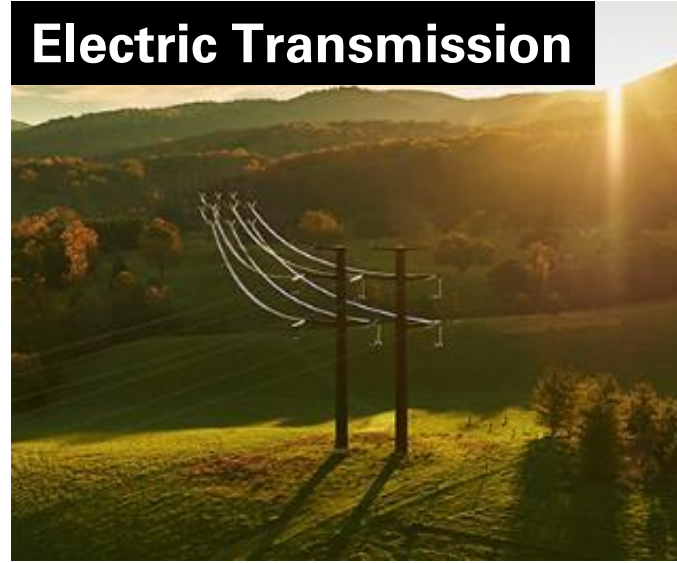
Our Core Operating Segments

Power Generation



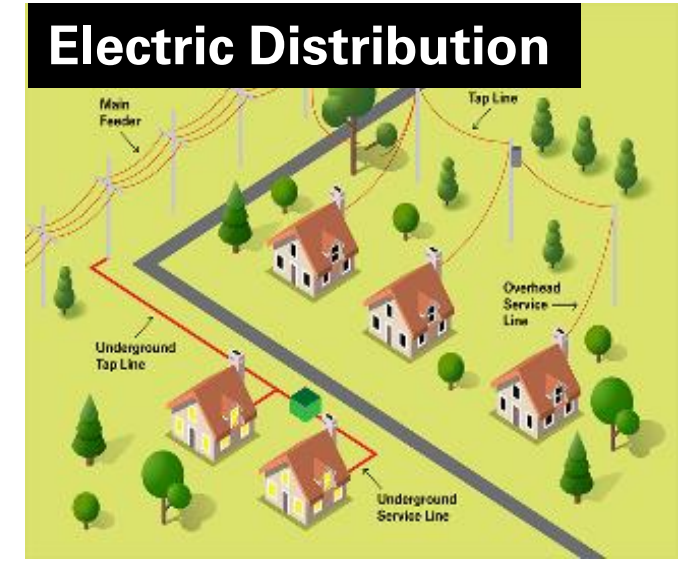
- Must balance power generation with customers' energy needs
- Portfolio of Resources includes solar, wind, nuclear, pumped storage, hydro, biomass, natural gas, coal
- Import/export power within the regional market

Electric Transmission



- Transmission lines distribute electricity at higher voltages
- Substations step-up & step-down voltage levels
- Higher voltage minimizes energy loss over long distances
- Interstate network operated by PJM Regional Transmission Organization

Electric Distribution



- Overhead & Padmount Transformers further reduce voltage
- Neighborhood "tap lines" connect to individual customers
- Energy usage is metered at each customer location

• Reliability, Resiliency, Security, Clean Energy Transition



Grid Transformation & Security Act

- Outlines **grid modernization** objectives
- Provides framework for **regulatory approvals**
- Advances **energy efficiency programs**



Virginia Clean Economy Act

- Commitment to **renewables**
- 5,200 MW of **offshore wind**
- 16,000 MW of **solar**
- 2,700 MW of **energy storage**
- Promotes **energy efficiency**



Grid Transformation Plan

- **Smarter:** Smart meters, customer tools, operating systems, new tech pilot projects
- **Stronger:** Grid hardening, technology deployments, physical & cyber security
- **Greener:** EV programs, hosting capacity analysis, non-wires alternatives

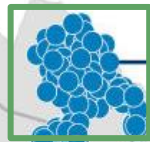
Focus on the Customer

Responding to Rapid Data Center Growth



Northern Virginia boasts the largest data center market in the world ¹

Loudoun County ²



Data Center Alley

Northern Virginia

2020 → 1,768 MW ⁴

2028 → 9,020 MW ⁴

+410%

- Delivery Point Requests: 63*
- Total Projects: 107*

Doubling of area substations

Central/Southside

2020 → 219 MW ⁴

2028 → 2,111 MW ⁴

+864%

- Delivery Point Requests: 24*
- Total Projects: 24*

Quadrupling of area substations

Publicly disclosed data center locations³ Data center locations in Loudoun County

*Project count reflective of the 2024 5-yr plan as of November 2023

Power Generation

Reliable Service through Increasingly Clean, Diverse Supply



Generation Type	Average Capacity Factor*	Carbon-free?	Fuel-free?	On-Demand?
Solar	~28%	YES	YES	NO
Offshore Wind	~42%**	YES	YES	NO
Biomass	~83%	Carbon-neutral	NO	YES
Natural Gas	~87%	NO (~1/2 carbon of coal)	NO	YES
Nuclear	~90%	YES	NO	YES

Capacity factor = the approximate % of time an energy resource is available to serve our customers

- Resource diversity = increased reliability
- Different resources have different operating characteristics
- Baseload units: able to operate around the clock to serve demand
- Peaker units: run only during periods of high (peak) demand

About

- **Industry, education, community, and government** partnership formed in 2007
- Focused on strategic, unified, and results-oriented efforts to **ensure a skilled, qualified, and diverse workforce to meet future industry needs** throughout the Commonwealth of Virginia
- **A Center for Energy Workforce Development (CEWD) State Energy Workforce Consortium**

Strategic Objectives

- **Career Awareness** - Create awareness of the critical need for skilled energy talent.
- **Education** - Implement clearly defined education solutions that link industry recognized competencies and credentials to employment opportunities and advancement in the energy industry.
- **Workforce Planning** - Balance the supply and demand for a qualified and diverse energy workforce.

Accomplishments

- Energy courses updated / added to VDOE in 2014-2015
- Influenced Energy curricula and programs with Virginia Community College System since 2015
- Contribute to Virginia Chamber of Commerce's Blueprint Virginia since 2015
- Careers in Energy Week proclaimed by Governor since 2017
- Co-led the Get Into Energy Innovation Challenge with the Virginia Chamber of Commerce from 2018-2020
- 17th Energy Career Cluster added in 2019-2020
- Implemented strategic plan focused on a Roadmap to 2045



Workforce & Talent Strategy Journey

First
Impression

Our Culture

My Manager

My Work

My
Development

My Team

My Rewards

Saying
Goodbye

Talent Pipeline Development

Improve long-term pipeline of qualified and diverse talent and meet key operating objectives by establishing and sustaining strategic partnerships.

Talent Acquisition

Provide the framework to bring talent into the organization by ensuring policies, Talent Acquisition programs, and technology to hire qualified and diverse talent are in place.

Talent Mgmt & Development

Develop, implement, and provide support and consultation on best practices to lead, manage, and develop our workforce today and in the future. Design, facilitate, and support access to meaningful and purposeful development resources to help employees grow.

Talent Culture & Experience

Ensures company culture attracts and retains talented employees by living out the company's vision and mission to promote an inclusive work environment that recognizes and appreciates all employees' perspectives and talents.

Workforce Change

Forces Causing a Changing Workforce Landscape



- Sustainability Goals
- Customer Demands
- Increasingly Competitive Markets
- Employee Skills and Expectations
- Technology
- Diversity & Community Representation



Our Student Employment Program is a key element to our workforce strategy!

My Career Journey



Hermitage HS
Richmond, VA
1993



Virginia
Commonwealth
University
1993 - ???



USMC Reserves
1994 - 2000

Started as Computer
Science Major

Changed to Undecided

**Changed to Mass
Communications –
Public Relations**

Dropped Out in 1997

**Mature, Awarded
Marine**

Fell into Technical
Staffing

**Work Readiness Skills
Were Key**



Technical Staffing
1998 - 2008

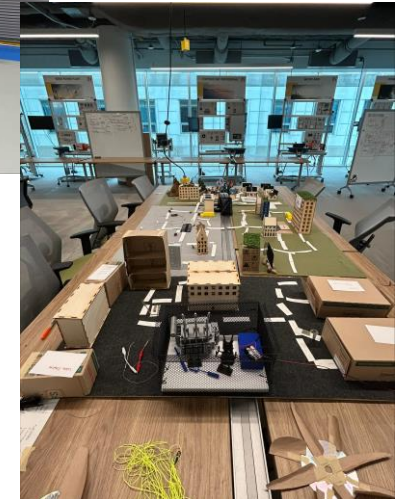


**Dominion
Energy**

Workforce
Development
2008 - Present

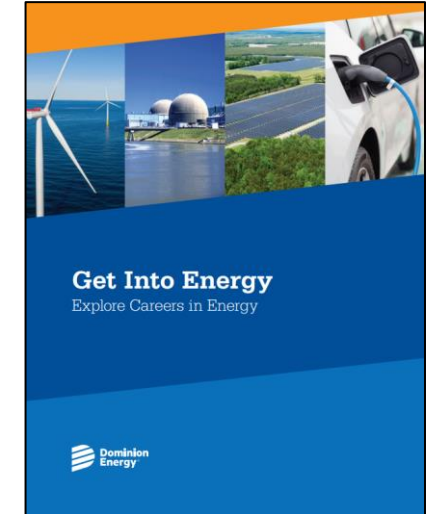
What's Happening Now

- National Energy and Natural Resources Career Cluster proposed
- Schools in Virginia adding Energy programs, labs and academies
- Energy camps for high school / K-12 students (partnerships with colleges)
- Student worker experiences in Energy



Education & Career Pathways

- GetIntoEnergy.com – Explore Energy careers
- Energy specific post-secondary programs and pathways
- Improved industry awareness and communications
- Clearly defined career options and pathways



Career Pathway Spotlight:
Discover a Career as an Offshore Wind Technician

Discover your career path in the energy industry. Learn where your interests will take you. Explore the meaningful work in which you can immerse yourself. Set your sights on what you can learn and the increasing responsibilities that can be yours. See how you will be challenged and what you will accomplish.

Start Here	Learn More Earn More
High School Diploma or GED	AVERAGE EARNING POTENTIAL: \$10,000-\$14,000 PER YEAR*
U.S. Military Experience	0-2 YEARS Offshore Wind Technician I <small>Requires High School Diploma and military service</small>
Beneficial Credentials • Wind Energy Technology Certificate • OSHA Basic Safety • OSHA Basic Technical Training	1-3 YEARS Offshore Wind Technician II <small>Requires 18 months training</small>
Offshore Wind Technician	3+ YEARS Offshore Wind Technician III <small>Requires Associate Degree or equivalent</small>
	5+ YEARS Offshore Wind Shift Manager <small>Requires Associate Degree or equivalent</small>

Dominion Energy
Powering Your Every Day™

*Compensation ranges from \$10,000 to \$14,000 per year. These are estimates based on regional cost of living. These estimates do not include bonuses, which can be a significant portion of pay. Your actual pay and benefits compensation may differ based on your job. Career requirements vary. Note that this chart outlines the career ladder. There may be other job opportunities or advancement paths. Please check for postings.

For more information or to explore careers at Dominion Energy, visit [Careers.DominionEnergy.com](https://careers.dominionenergy.com)

Industry Best Practices & Opportunities

- Better define workforce and skills needs
- Identify (industry specific) gaps in talent pipelines, education and workforce programs
- Implement intentional, sustained education partnerships
 - Classroom visits, tours, WBL, curriculum input, industry advisory councils
- Develop industry and careers information for improved awareness, navigation and exploration, and clearly defined pathways to careers

Educator Best Practices & Opportunities

- Identify and get involved with industry consortia
 - VEWC, Virginia Manufacturers Association (VMA), etc.
- Leverage community college and university partners
 - Help with program engagement, curriculum, and resources
 - Help with industry connections
- Invite industry to engage
 - Include prior to school year and plan ahead where possible
 - Have industry specific events to help with future program enrollment
 - Enhances experiential learning and emphasis of work readiness skills
 - Initiate the connection! We'll say yes!

QUESTIONS

THANK YOU