

## What Is PowerPathway?

Launched in 2008, PowerPathway™ is a nationally recognized workforce development model that aligns with electric and gas operations to create a qualified and sustainable pipeline of candidates for PG&E and the utility industry through public-private collaborations.

## Our Graduates: Are Work-Ready & Diverse

About PowerPathway graduates (1/2008-12/2022):

- **84%** Rate of overall industry employment
- **71%** Graduate diversity rate
- **45%** Military Veteran graduate rate
- **Recent training cohorts 2019-2022:**
  - **90%** PG&E Hire Rate
  - **83%** Graduate diversity rate

Since 2008, we have trained **1,184** students in **51** cohorts.

## How does PowerPathway select students?

Students are selected using a pre-course screening method, which is one of the key components that make a PowerPathway graduate successful.

By applying via the PowerPathway website, applicants can review enrollment options (which vary through the year and across our service territory). From there, program candidates are screened by a PowerPathway community partner to ensure they are suitable and eligible for the program and hireable within the industry. Screening activities include:

- Program Information Orientation
- [PG&E Pre-Employment Testing Eligibility](#)
- Resume Review
- Drug Screen and Background Checks
- Physical Assessments
- In-Person Interviews
- PG&E and IBEW 1245 Do Not Hire Lists

Typically, a PowerPathway course will receive several hundred applicants to more than 1,000. The screening process is vigorous to ensure the best fit for PG&E and for the prospective student. Program enrollment is limited, and eligibility requirements vary based on partner or grant funding as well as PG&E hiring requirements.



## What do PowerPathway students learn?

Students receive approximately 320 hours of industry-informed training to ensure the job specific employability skills and physical training necessary to effectively compete for entry-level employment. An example of curriculum modules includes:

- PG&E safety culture including code of safe practices, motor vehicle, speak up
- Electric and gas transmission and distribution system overviews
- Working in confined spaces; flagger/traffic control; ropes & knots; tool identification
- Pre-employment test prep and soft skills
- Physical training, industrial athlete, shovel ergonomics
- Hands-on capstone such as pole-climbing or GAS-0802 (gas utility worker training)
- On-the-Job Training with PG&E crews
- Opportunity for Hiring Hall jobs

PowerPathway is designed to enhance a student's resume and build on a student's existing skills and expertise. Courses are designed to give students an overview of the industry from PG&E's perspective.

## What type of Careers at PG&E?

The PowerPathway Program is typically 8 weeks, though some range from 4 to 10 weeks. It is free/unpaid training consisting of both classroom and hands-on training. Below are the typical careers we train for:

- **Gas:** Utility Worker, Traffic Control Flagger, Gas Service Representative, Gas Compliance Representative and Pre-Utility Inspector  
*Line of Progression: Apprentice Welder, Construction Operator, Corrosion Mechanic and Utility Construction Inspector*
- **Electric:** Utility Worker, Electric Line Assistant, Night T&D Assistant and Towerman.  
*Line of Progression: Apprentice Lineman, Apprentice Cable Splicer and Electrician*
- **Other:** Vegetation Management Inspector, Materials Handler, Customer Service Representative and Clerk

**PG&E doesn't imply or guarantee employment upon program completion.**

## PowerPathway Minimum Program Requirements:

- 18 years or older
- High School Diploma or GED
- Valid Class C Driver's License
- Ability to work in the United States
- Eligible for PG&E Pre-Employment Testing
- Live within 50 miles of training location

## When are PowerPathway Programs held?

PowerPathway typically holds programs throughout the service territory (hybrid of virtual and in-person) for gas and electric lines of business. Locations may vary based on the line of business demand each year.

Please fill out the [Interest Form](#) on our website if you are interested in any of our programs. Prior to each program, we will email all applicants that meet the minimum requirements. When new programs are announced PowerPathway considers all course interest forms submitted at least six months prior to the last program.

## PowerPathway Program FAQs

### Will I receive a salary or stipend during the program?

*No, the training is unpaid but free. PG&E is investing time, training, and curriculum for the program in conjunction with its partners. Participants should make financial plans for the time period with their families to ensure they are able to sustain themselves through the program.*

### Upon graduating, will I receive a guaranteed job offer from PG&E?

*No, PG&E does not guarantee employment after graduating from the program. However, in the last three years, 90% of PG&E PowerPathway program graduates received job offers from PG&E.*

### What are the eligibility and drug testing requirements?

*In addition to meeting the minimum requirements, all applicants will be screened for their eligibility to work for PG&E, and the IBEW 1245 Hiring Hall, and take or already passed the PTB and WOID Pre-Employment Tests. In addition, applicants will need to take a drug screening for alcohol, marijuana, cocaine, amphetamines, and opioids. All applicants must submit a valid doctor's note the day of their drug test for any prescribed opioids. Please note, because many careers at PG&E are regulated by the US Department of Transportation, the drug screening is at a federal level, including marijuana.*



### What is the criminal background and DMV screening?

*Prior to the program, all applicants will be screened for their 7-year criminal background. Felonies are treated as a case-by-case situation in relation to the felony and the specific career(s) PowerPathway is training for. Felonies do not disbar you from the program, however for employment it is at the discretion of PG&E's Corporate Security Team. In addition, applicants will be screened for their 7-year driving record. All applicants must have a valid driver's license.*

### Why is there a requirement for living within a certain mile radius?

*Many careers at PG&E require serving as an emergency first responder and living within a certain mile radius of your headquarters. In addition, PG&E is a proponent of local hiring and our employees working in the communities they reside. Therefore, PowerPathway places a mile radius on each program, similar to careers at PG&E.*

### What are the physical requirements for the program?

*All programs include a physical assessment as part of the screening process, from lifting weights to climbing a pole, depending upon the focus. Most of our entry-level positions have a [post-offer physical assessment](#) as a requirement for employment. **Applicants are encouraged to engage in physical fitness activities to prepare for highly physical jobs in the construction-utility industry.***

### What are some of the other requirements or expectations to be in the program?

- *Willingness to work outdoors in adverse weather conditions.*
- *Willingness to work overtime and be an emergency first responder.*
- *Ability to travel and relocate in PG&E's service territory from Eureka to Bakersfield.*
- *Ability to lift 50 pounds or more.*
- *Desire to work in the construction-utility industry.*
- *Have a reliable form of transportation.*

**To learn more and apply for the programs, please visit:**

**[www.pge.com/powerpathway](http://www.pge.com/powerpathway)**