



# *AEP Hydro Generation*

A decorative graphic consisting of a horizontal line with a gradient from dark purple to bright yellow, ending in a large, stylized, teardrop-shaped arrowhead pointing to the right. The arrowhead has a brown-to-gold gradient and a soft shadow effect.

Plan For Workforce Development:  
Knowledge Transfer

# *AEP Has A Generating Capacity of 36,000 MWs*



















- 65% Coal
- 25% Gas
- 7% Nuclear
- 3% Hydro/Wind



Name of Plant	Type of Plant	Plant Location
1. Berrien Springs	Hydro	Michigan
2. Buchanan	Hydro	Michigan
3. Buck	Hydro	Virginia
4. Byllesby	Hydro	Virginia
5. Claytor	Hydro	Virginia
6. Constantine	Hydro	Michigan
7. Elkhart	Hydro	Indiana
8. Leesville	Hydro	Virginia
9. London	Hydro	West Virginia
10. Marmet	Hydro	West Virginia
11. Mottville	Hydro	Michigan
12. Niagara	Hydro	Virginia
13. Racine	Hydro	Ohio
14. Reusens	Hydro	Virginia
15. Smith Mountain	Pumped Storage	Virginia
16. Twin Branch	Hydro	Indiana
17. Winfield	Hydro	West Virginia

# *Changing of the Guard*



	Safety/Env.	Technical	Business	Leadership
80's				
90's				
Today		 	 	 

## *2003 - Knowledge Assessments*



- Operations: L&K International (benchmark)
- Ultimate Goal: Provide Objective Data For Promoting Candidates and Hiring New Employees

## *2004 - Job Demonstrations*



- Content Validation (SME)
- Updated Job Descriptions – consider lower staffing levels, automation, controls
- Updated Job Demos
- Additional Test Questions

# *Improve Hiring Standards*



- Two-Year College Degree Requirement
- \*Pass the MASS and POSS tests
- Pass Hydro Knowledge Assessment Test
- May, 2006 – authentic new hire
  
- \*Edison Electric Institute (EEI) selection system for screening candidates

# *Knowledge Management*



## **Veteran Employees Pass Their Experience to New Hires By:**

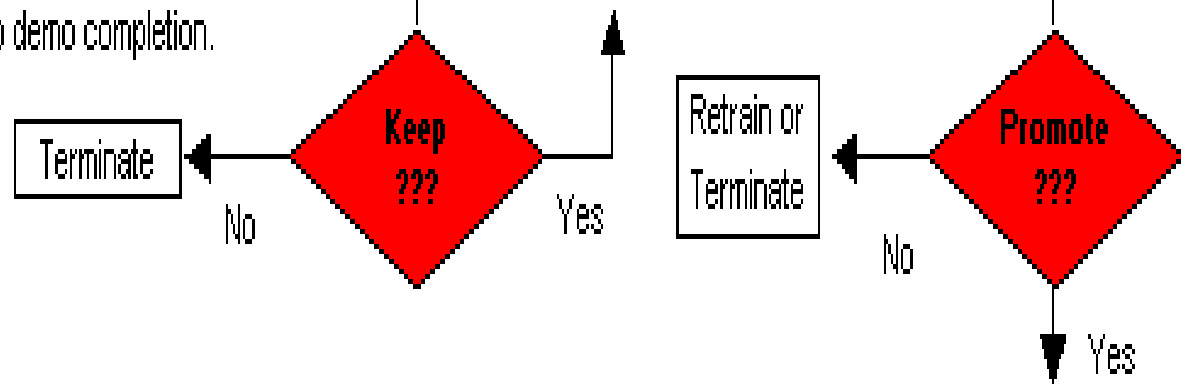
- Structured OJT - Job demonstration instruction and evaluation – side by side work relationship
- Knowledge assessment review
- Process mapping and procedure development
- JHA / JSA



# Promotion Process

<b>Hydro Operations Position</b>	New Hire	Job Demonstration		Six Month Probationary Review	Knowledge Assessments	Promotion Evaluation
	Orientation	Instruction	Evaluation			

Notes: The probationary review is not subject to demo completion.





*Questions?*

*Thank You!*