

CASE STUDY: OG&E—SOONER POWER PLANT

Certified? . . . It Pays! Oklahoma's Career Readiness Certificate



OG&E—Sooner Power Plant

Since 1902—five years before statehood—OGE Energy Corp. has been a leader in creating new energy technology to help Oklahoma grow.

OG&E was the first company to use gas turbines in combination with steam turbines to generate electricity, thus creating more efficient power plants. Later the company used coal to generate electricity and operated one of the 10 largest natural gas pipelines in the U.S.

OG&E was the first electric utility in Oklahoma to offer wind power to its retail customers. It is also deploying wireless, “smart” technology to enable customers to better manage their energy consumption to control costs.

Many of the 3,500 OGE Energy Corp. employees have been with the company 25, 30 or even 40 years, serving some 780,000 customers in Oklahoma and Arkansas. For jobs on the power-operation side of the utility, such as the Sooner Power Plant, promotions come from within the company.

Sooner Power Plant Employees—130

Impact of the Career Readiness Certificate

- Many OG&E incumbent workers and new employees have taken the WorkKeys assessments.
- Skill sets and training gaps can be identified for current workers to help them transition from one job to another.
- OG&E invests heavily in a two- to three-year, structured training process, and KeyTrain is part of its curriculum.
- WorkKeys, a nationally recognized credential, is used in 35 states.

For more information about OG&E, please visit <http://www.oge.com/Pages/Home.aspx>

OG&E wants employees who can transition from one job to another, so we invest in our people and our training programs. WorkKeys® assessments help us find the right applicants for open positions.

Gilbert Hall, Senior Training Coordinator
OG&E Sooner Power Plant

The Challenge

OG&E's previous evaluation for prospective employees indicated the mechanical aptitude of the test taker rather than skill levels.

Now that many baby boomers are retiring, hiring the right people for their replacements is essential. The company needs to assess job applicants to see if they are work-ready.

The Career Readiness Certificate Resolution: Hiring the Right Person for the Right Job

WorkKeys screens job applicants and evaluates existing employees for training needs. It allows employers to shorten training time by placing employees in positions that match their skill levels.

WorkKeys assesses the test taker's abilities and aptitude in Applied Mathematics and Technology, Reading for Information and Locating Information. With WorkKeys, the employer and job seeker both see exactly what training is needed to perform well on the job. The KeyTrain curriculum software prepares individuals to take the WorkKeys assessment.

OG&E is a good company and requires applicants to take the WorkKeys assessments. When recruiters came to North Dakota, I knew I wanted to work there. WorkKeys helped me get the job I wanted with the company I wanted to work for.

Nathan Hoover, Auxiliary Operator Trainee
OG&E Sooner Power Plant

www.okcareertech.org/cac/workkeys

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WorkKeys®

OG&E—SOONER POWER PLANT



We know how those who have their Career Readiness Certificate scored and their ability ratings. That knowledge reduces the training time for the new employee. And time is money.

Gilbert Hall
Senior Training Coordinator

WorkKeys told me where my strengths were and where I could expand my skill base after graduating from a two-year online program at Bismarck State College in North Dakota. I like to know how things work and how systems interact. That is what an auxiliary operator does. I like my job.

Rebecca Hartley
Auxiliary Operator Trainee



My interest in circuitry was sparked in elementary school. After studying power plant, coal generation and transmission at Bismarck State College, that is what I wanted to do. WorkKeys tested my abilities and assessed my strengths and weaknesses. Surprisingly, I remembered statistics, mathematics and applied technology. WorkKeys also prepared me for the face-to-face interviews.

Nathan Hooper
Auxiliary Operator Trainee

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Targeted Occupations, Openings and Salaries

ENTRY LEVEL	Occupational Profiles			Minimum Skill Requirements		
	AVERAGE ANNUAL OPENINGS	STARTING SALARY	ANNUAL SALARY	APPLIED MATHEMATICS	LOCATING INFORMATION	READING FOR INFORMATION
Cable Splicer	1-5	\$18.45/hr.	\$38,376	4	4	4
Lineman	1-5	\$18.04/hr.	\$37,523	4	4	5
Street Light Lineman	1-5	\$18.45/hr.	\$38,376	4	4	4
Service Representative	1-5	\$18.45/hr.	\$38,376	3	4	4
Auxiliary Operator	1-5	\$18.45/hr.	\$38,376	3	4	4
Plant Mechanic	1-5	\$18.45/hr.	\$38,376	5	4	4
Equipment Operator	1-5	\$18.45/hr.	\$38,376	3	3	3
Plant Electrician	1-5	\$18.45/hr.	\$38,376	5	4	4
I&C Technician	1-5	\$18.45/hr.	\$38,376	6	5	6



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