



INDEX
AR SOLUTIONS

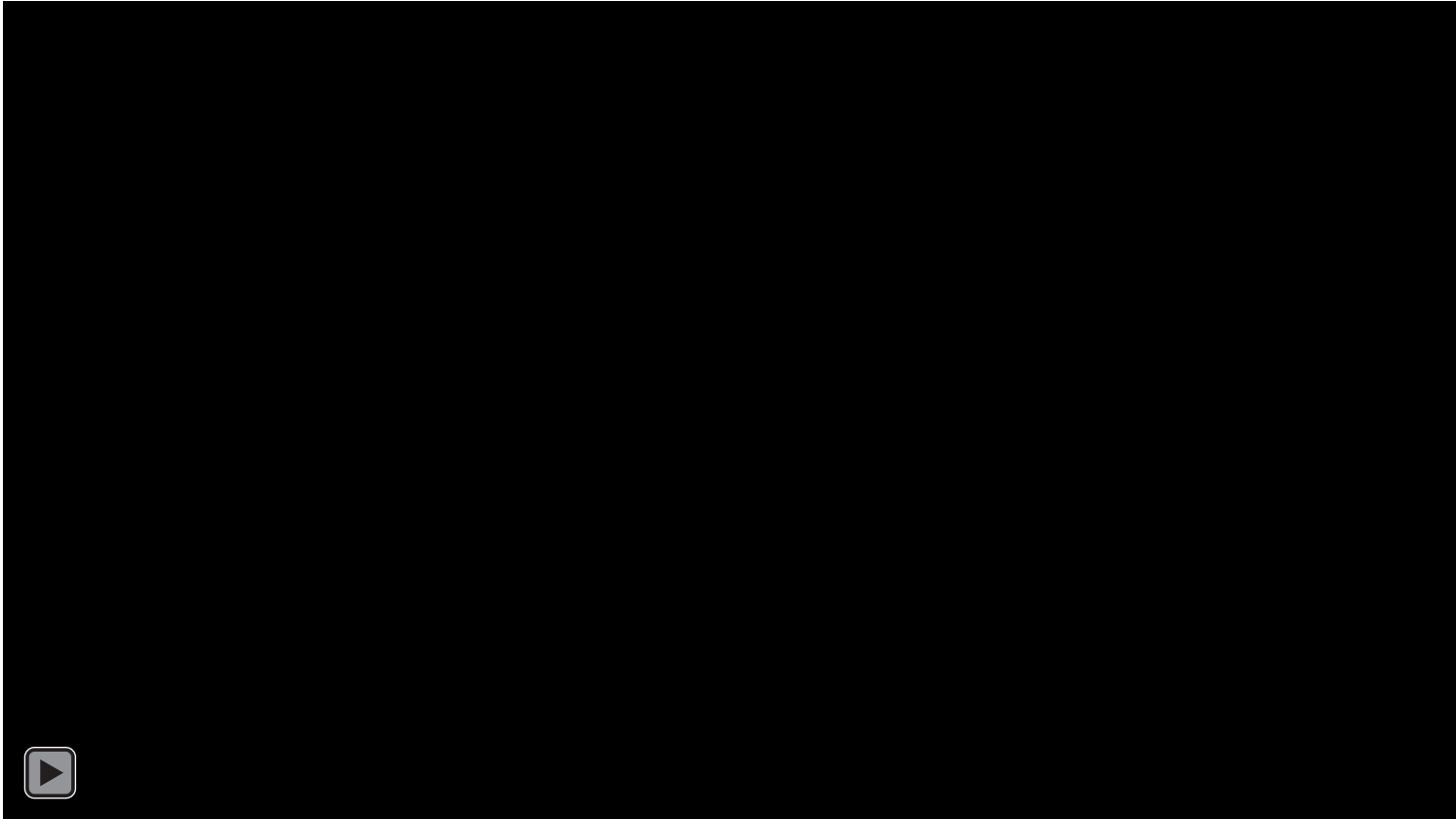
Case Study

Creating a Talent Pipeline for Large Companies in
One Year

September 25, 2023



Case Study: Creating a Hiring Pipeline



Challenge – Community College Technical Training



- **Companies** want their local community colleges to help provide a pipeline of technical workers
- **Community colleges** want to provide local students an opportunity to join these companies in high-paying technical careers
- Many **students** want to pursue a technical career rather than a four-year college
- Companies, community colleges and students will all agree that more can be done
- This case study explores the partnership between MidAmerican Energy, Des Moines Area Community College (DMACC) and Index



Solution – MidAmerican, DMACC, Index Partnership



- **MidAmerican Energy**, a large utility, needed a strong pipeline of future electric line workers
- **DMACC** could support with classrooms and instructors
- A career line worker at a major utility is an attractive career to many **students**
- **Index AR Solutions**, in collaboration with MidAmerican experts, had just completed and deployed a “best in class” line worker apprentice program for their employees
- Index and DMACC signed a teaming agreement to support the Fall 2022 semester

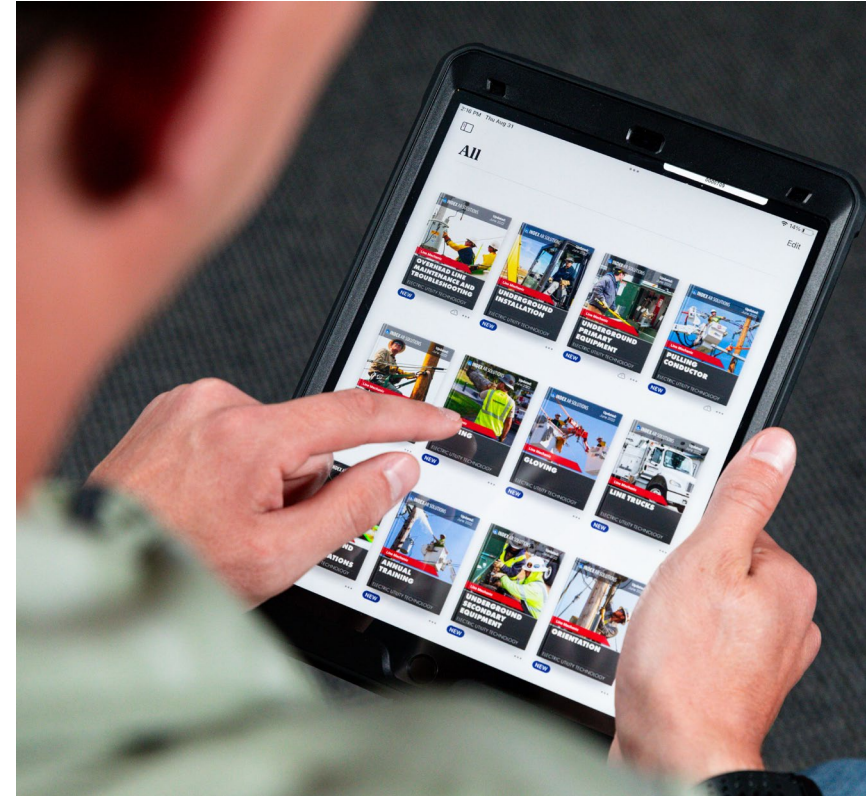


Index eBook Content Provided – 17 Titles



eBook Titles

Orientation
Introduction to Line Mechanic Applications
Annual Training
Line Trucks
Gloving
Pulling Conductor
Pole Work
Rigging
Overhead Line Work
Overhead Line Equipment
Overhead Line Maintenance and Troubleshooting
Underground Installation
Underground Primary Equipment
Underground Secondary Equipment
Substation Overview
Vault Work



Index App Content Provided – 14 Titles

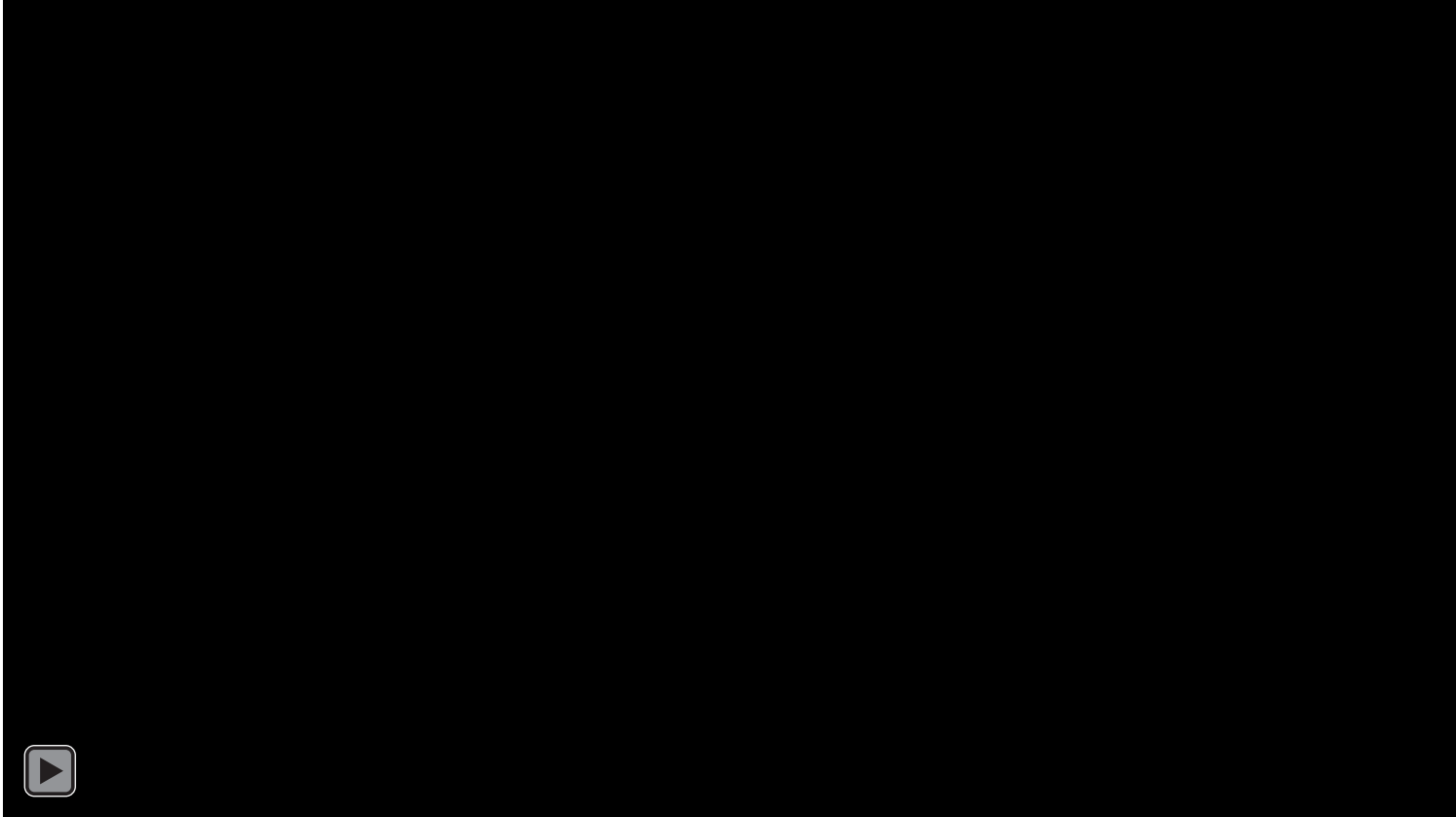


App Titles

Transformer Trainer
Voltage Regulators
Reclosers
Knot Tying
Capacitors
Switchgear
750 Cable Splice
Truck Hazards
Secondary Maintenance
Vault Basics
Load Lifting
Pad-mounted Transformers
Electric Math
Print Fundamentals



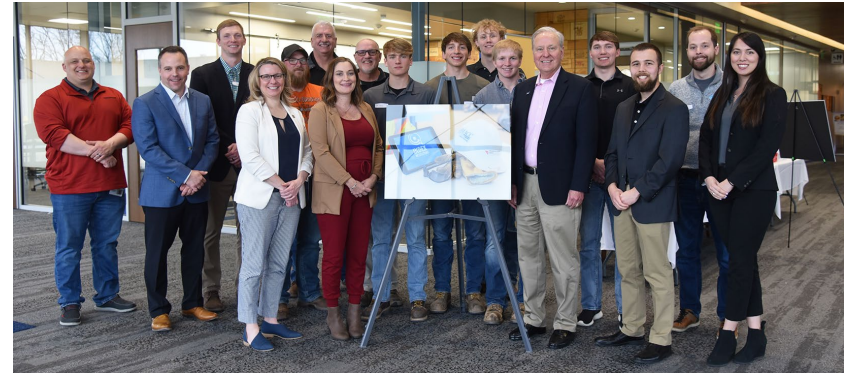
Index App and eBook Content Preview



Index Support Provided



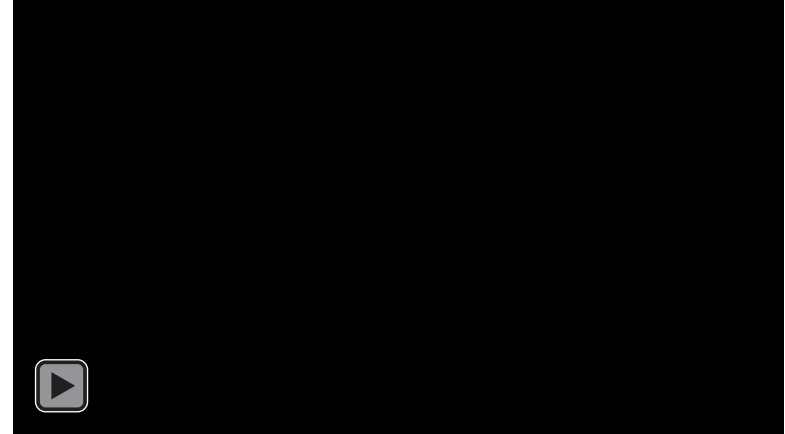
- Index provided the following to the class:
 - ✓ Apps and eBooks
 - ✓ iPads for each student
 - ✓ In-person instructor training
 - ✓ In-person student tutorials
 - ✓ Weekly 30-minute virtual meetings during class
 - ✓ Ongoing technical support



Student Experience



- Majority of students were recent high school graduates.
- **100%** of students said the course, which included eBooks and apps, helped them decide whether to pursue a career in the utility industry
- Majority of students said they were “very likely” to recommend the apps and eBooks to a peer.
- Students were surveyed at graduation:
 - iPad experience: **5.0 out of 5.0**
 - App experience: **4.8 out of 5.0**
 - eBook experience: **4.6 out of 5.0**
 - 30-minute call experience: **4.7 out of 5.0**



“Made life easier for a hands-on person”

“Very easy to follow and allowed me to learn efficiently”

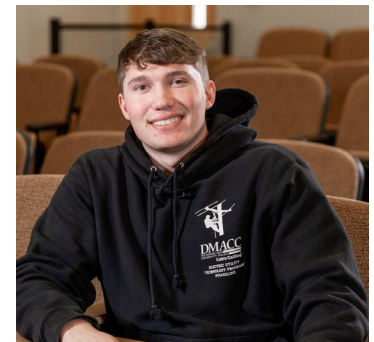
“Great to be able to learn and visualize what you’re supposed to be doing”

“Easy to use and navigate”

Results



- High retention rate: 14 of 15 **students** graduated the 1-year program
- 13 of 14 **graduates** accepted job offers within one month of graduation
- The salary range of **student** offers was \$60k - \$72k
- Successfully established reliable pipeline of qualified candidates for **MidAmerican**
 - 8 of 14 (57%) graduating students accepted jobs at **MidAmerican**
- **DMACC** so pleased with pilot that they are doubling the second-year class from 15 to 32 students.



Conclusion - Slideshow





Questions?

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