

# AAP Management at Progress Energy

TILG Quarterly Meeting  
September, 2010



# Progress Energy At A Glance....

- ~10,600 employees
- 3 States
- 50 Functional (since 2002) Affirmative Action Plans
- ~3 mandated, random Audits/Year – No Scheduling Letters!

# Three Ideas Of PGN, Today

- Needles Are Good...
- Coloring The Workforce
- *Proactive* Audit Responses??

# Needles Are Good....

## Moving them is even better....

- Heavy CEO push
- Dashboard Metrics
- New AAP Communication Plan
- Dedicated Corporate Diversity and Inclusion employees; Dedicated Diversity Recruiter

# Coloring The Workforce

**The Engineer Dilemma**

+

**Getting the Big Picture**

**Colors**

# Annual Summary - Management

## [YEAR] Affirmative Action Focus Area Summary

AAP PLAN YEAR	Job Groups with Goals	Female Utilization Focus Area	Minority Utilization Focus Area
[Business Unit]			
AAP 1	Superintendent/Supervisor		
	Other Professional		R
	Lead Professional		
	Technical Staff	R	
	Administrative & Clerical		R
AAP 2	Superintendent/Supervisor	R	
	Other Professional		
	Technical Staff	R	
	Craft Workers		
	Operatives		
AAP 3	Other Professional	R	R
	Technical Staff	R	
	Craft Workers		R

### Legend

	Significant Focus Area
	Moderate Focus Area
	Focus Area
R	Repeat Goal from Previous Year
	No Goal

# Weekly Report – Talent Acquisition

AA Plan ID	Descr	Job Group	Job Grp Descr	Department	Job Req Nbr	Job Title	Req Open Dt	Recruiter	Status	Female Goal	Minority Goal
AAP 1	AAP Plan Name	2E	Lead Professional	(Department within the AAP)	1234	(Specific Job Title)	(Date)	Doe, Jane	Open	Red	Yellow
AAP 2	AAP Plan Name	7	Operatives	(Department within the AAP)	5678	(Specific Job Title)	(Date)	Doe, Jane	Open	Yellow	
AAP 2	AAP Plan Name	1C	Superintendent/Supervisor	(Department within the AAP)	3456	(Specific Job Title)	(Date)	Smith, John	Open	Yellow	
AAP 2	AAP Plan Name	2D	Other Professional	(Department within the AAP)	2345	(Specific Job Title)	(Date)	Smith, John	Open	Red	Orange
AAP 2	AAP Plan Name	2E	Lead Professional	(Department within the AAP)	6789	(Specific Job Title)	(Date)	Smith, John	On hold		Yellow
AAP 3	AAP Plan Name	2D	Other Professional	(Department within the AAP)	123	(Specific Job Title)	(Date)	Shorts, Jim	Open	Red	
AAP 4	AAP Plan Name	2E	Lead Professional	(Department within the AAP)	4567	(Specific Job Title)	(Date)	Shorts, Jim	Open	Yellow	Yellow
AAP 5	AAP Plan Name	2D	Other Professional	(Department within the AAP)	8901	(Specific Job Title)	(Date)	Mann, Super	Open	Yellow	Red

*Only Requisitions that are Open/On Hold and have a Focus Area appear on this Report.*

# Weekly Report Detail

AA Plan ID	AA Plan Descr	Job Group	Job Grp Descr	Open Reqs	YTD Reqs Opened	Reqs Filled YTD	Female Goal	Female Fills YTD	Percent Female Fills	Minority Goal	Minority Fills YTD	Percent Minority Fills
AAP 1	AA Plan Name	2D	Other Professional	1	2	1					1	100.0
AAP 1	AA Plan Name	2E	Lead Professional	3	8	4						
AAP 2	AA Plan Name	3	Technical Staff	1	6	5						
AAP 3	AA Plan Name	2D	Other Professional	4	10	6		1	16.7		1	16.7
AAP 4	AA Plan Name	2C	Engineer Professional	1	3	2						
AAP 5	AA Plan Name	1C	Superintendent/Supervisor	5	9	4						
AAP 5	AA Plan Name	2D	Other Professional	6	22	16		4	25.0		3	18.8
AAP 5	AA Plan Name	2E	Lead Professional	1	4	2						
AAP 6	AA Plan Name	2B	Info Tech Professional	7	12	5		2	40.0			
AAP 6	AA Plan Name	3	Technical Staff	4	6	2		1	50.0		2	100.0

# The Diversity Recruiter Design....

- Review these reports; hone in on jobs of need
- Be the specialty 'outreach' arm of Talent Acquisition by developing contacts and outreach programs at targeted, specific organizations
  - Military
  - HBCUs
  - Latino Organizations
  - Disability Organizations

# Proactive *What?*

- Embrace Reality, Embrace Diversity
- Give the OFCCP more than what they ask for, especially if it is a genuine effort to improve
  - *Articles*
  - *Actions*
  - *Accomplishments*
  - *Accolades*

# In Summary....

- Find a way to connect to your management team – get their attention
- Help Recruiters help the company
- Show the OFCCP you're serious about AAPs