

**Ameren UE Regulated Generation
Prospective Training Overview**

Ameren recognizes the need to continually develop its employees in order to meet customer needs and maintain a skilled workforce. Whether we hire journeyman, accelerated apprentices or beginning apprentices, power plant skills and duties are somewhat unique compared to the rest of industry.

Based on this need, Ameren UE Power Operation Services Training Center (POSTC) is developing programs that are applicable to our unique industry, with formal classroom and plant-like hands-on training. We strive to bring the best training techniques possible to bring all our employees to utmost competency.

Training curriculums were developed using a systematic approach to training taking into consideration job task analyses, difficulty analyses, and detail analyses for each lesson. Original development was conducted in the late 1980's and early 1990's by Training Supervisors and skilled craftsmen from the various plants. Each program was subject to an annual review to verify applicability and relevance. Development and redevelopment are always necessary due to ongoing plant equipment and technology changes.

On the following page we have identified training initiatives, over and above originally planned, that will support the rapid development of new employees while offering opportunities and knowledge to potential employees. We anticipate this initiative will address the attrition of our skilled craft employees and knowledge through the next decade and beyond thereby addressing the needs of our customers.

Immediate Power Operations Training Center needs are:

Staffing:

- Increased staff numbers-5 fulltime Training Supervisors and 4 skilled craft plant Journeyman Instructor Assistants to facilitate increased daytime class schedule. Cost **\$1,050,000.00 annually.**
- *An additional increase of 3 Training Supervisors-* would allow Ameren to offer night classes to those employees and/or potential employees who, because of scheduling problems, cannot attend day classes. This schedule would enhance the opportunities of internal promotions as well as increase the employment opportunities into our skilled workforce. By placing 36 high school students into an intern program, with mentor, during the day, and attending evening classes 1 night per week, a student could work in a plant to experience that work environment prior to major commitments by either party. Cost of **\$360,000 annually.**

Equipment/materials:

- *Training Aids and Equipment-*for hands-on training:
 - Purchase of plant specific equipment. **\$100,000.**
 - Annual update/upkeep of controls training systems and mock boiler systems. **\$500,000**
 - Purchase of advanced training aids (heater mock ups, valve and pump cutaways, generator sync mock-ups, operational examples/displays). **\$500,000**
- *Increased use of training supplies and material (boiler tube, lower slope parts, welding rods, conduit, wire, lathe material, tooling,)* **\$300,000**

External costs:

- *Specific Vender Training-* Sending students to specific vender training required for full understanding of specific equipment. **\$250,000.**
- *Training Supervisor Certification Program-*Certify the Training Supervisors as classroom and performance training professionals through PG&E. **\$150,000**

Total Expenditures listed \$3,210,000