



# Transforming Company and Community through Legacy I<sup>3</sup>

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# About OPPD

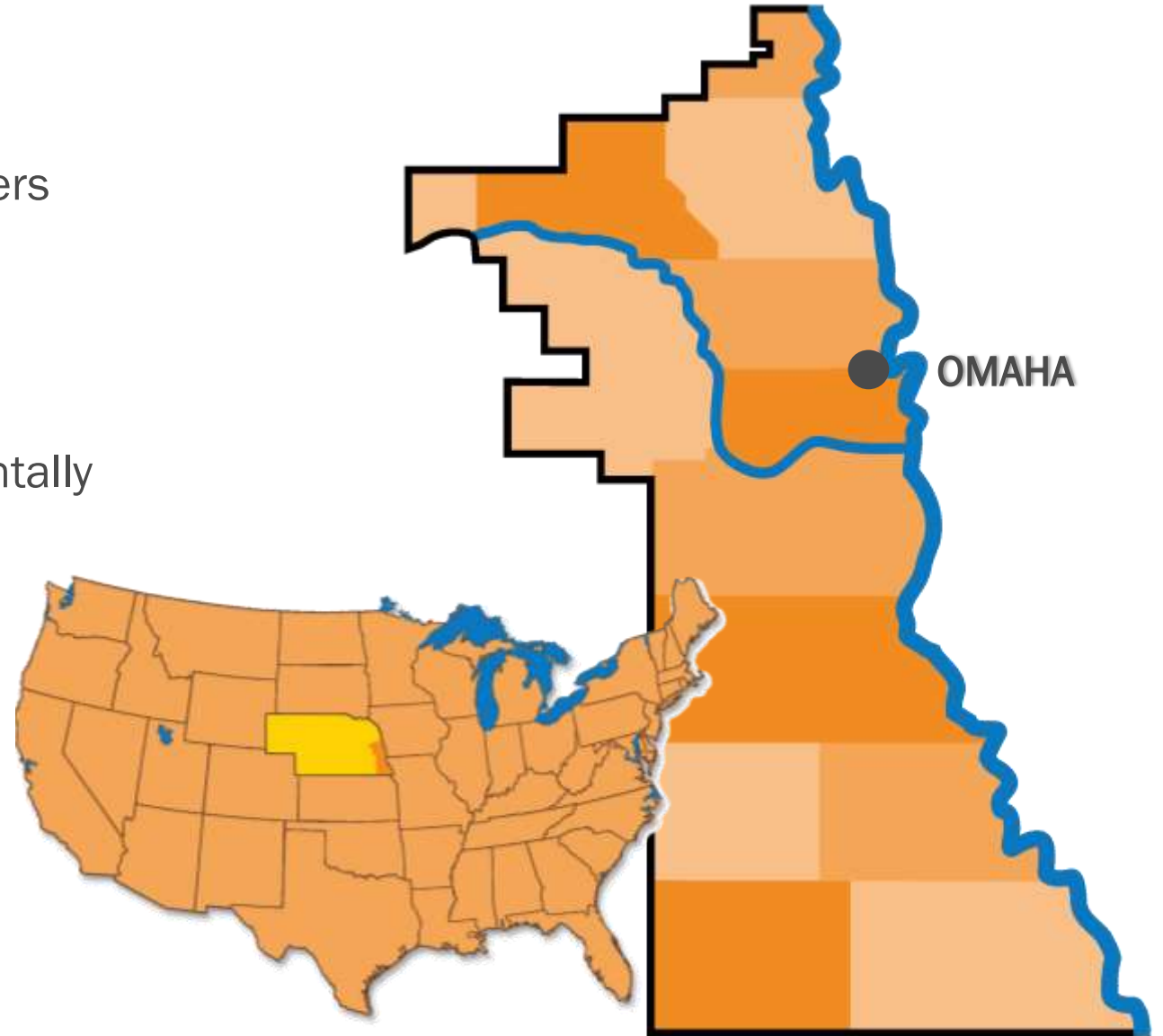
- Serves 375,000 southeast Nebraska customers
- Employs 1,800

**Vision:** Leading the way we power the future

**Mission:** Provide reliable, affordable, environmentally sensitive energy services to our customers

**Core Values:**

- Passion to serve
- Honor our community
- Care about each other



# Transforming company and community

- Strategic effort
- Mix of internal and external programs
- Requires multiple partnerships



# The Legacy I<sup>3</sup> Workforce Development Model



The Legacy I<sup>3</sup> Workforce Program model provides companies with a low-cost, sustainable method of developing local, diverse talent into viable candidates for employment.

The Legacy model is a collaborative approach which synchronizes and leverages the existing resources from 5 key sectors to build a sustainable pipeline of talent.

Talent  
Pipelines

# Legacy I<sup>3</sup>

- September 2017, established in Omaha, Nebraska
- 52 high school seniors went through boot camp
  - Character development
  - College preparation
  - Industry knowledge
  - Employability skills
- 88% graduated from Legacy
- 88% enrolled in college (majority attend MCC & UNO)



# Legacy I<sup>3</sup>

- 38 paid internships in 2019
- Employees serve as ambassadors and mentors
- Grooming for future full-time hires

Internship Area	%
Business- HR, Communications	16
Engineering	11
Information Technology	21
Accounting, Finance, Audit, Supply Chain	16
Line and Plant Technicians	27
Customer Service	11



# Growing & Retaining Nebraska's Talent

Talent  
Pipelines



Legacy I<sup>3</sup>  
Class of  
2018



NEW ON KETV 7

OPPD prepares students for future work through 'Legacy' model

7  
KETV