

People In Power (PIP)

Overcoming Challenges of Scale

Jacob Powell, Utility Training Coordinator

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PIP - What and Why?

What?

- 10 community cohort, 5-6+ trainings
- Training funding for whole utility staff, and dedicated training coordinator

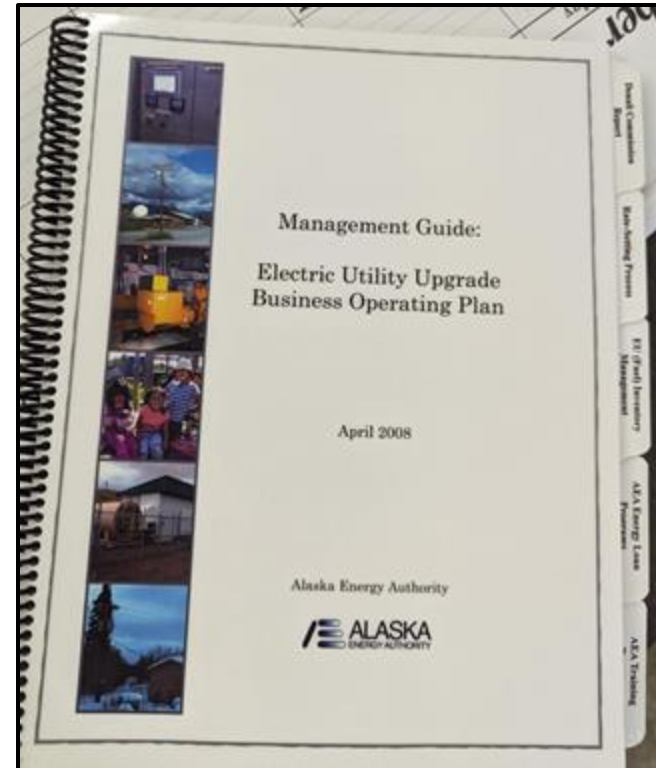


Why?

1. Utility performance and maintenance of infrastructure is positively correlated to a well-trained staff *and* community leadership
2. Individualized training plans and a dedicated coordinator can help communities build capacity and maximize training funds

People In Power Training

- Community-directed training topics, primarily hosted in-community
- Relationship-based and flexible
- Whole utility focus, 1+ /ea:
 1. Governance
 2. Management
 3. Clerical
 4. Operations
- “Evergreen” resource development
- Pull together lessons learned from experienced people and programs



PIP Phase 2 Training Cohort

Lake and Peninsula Region:

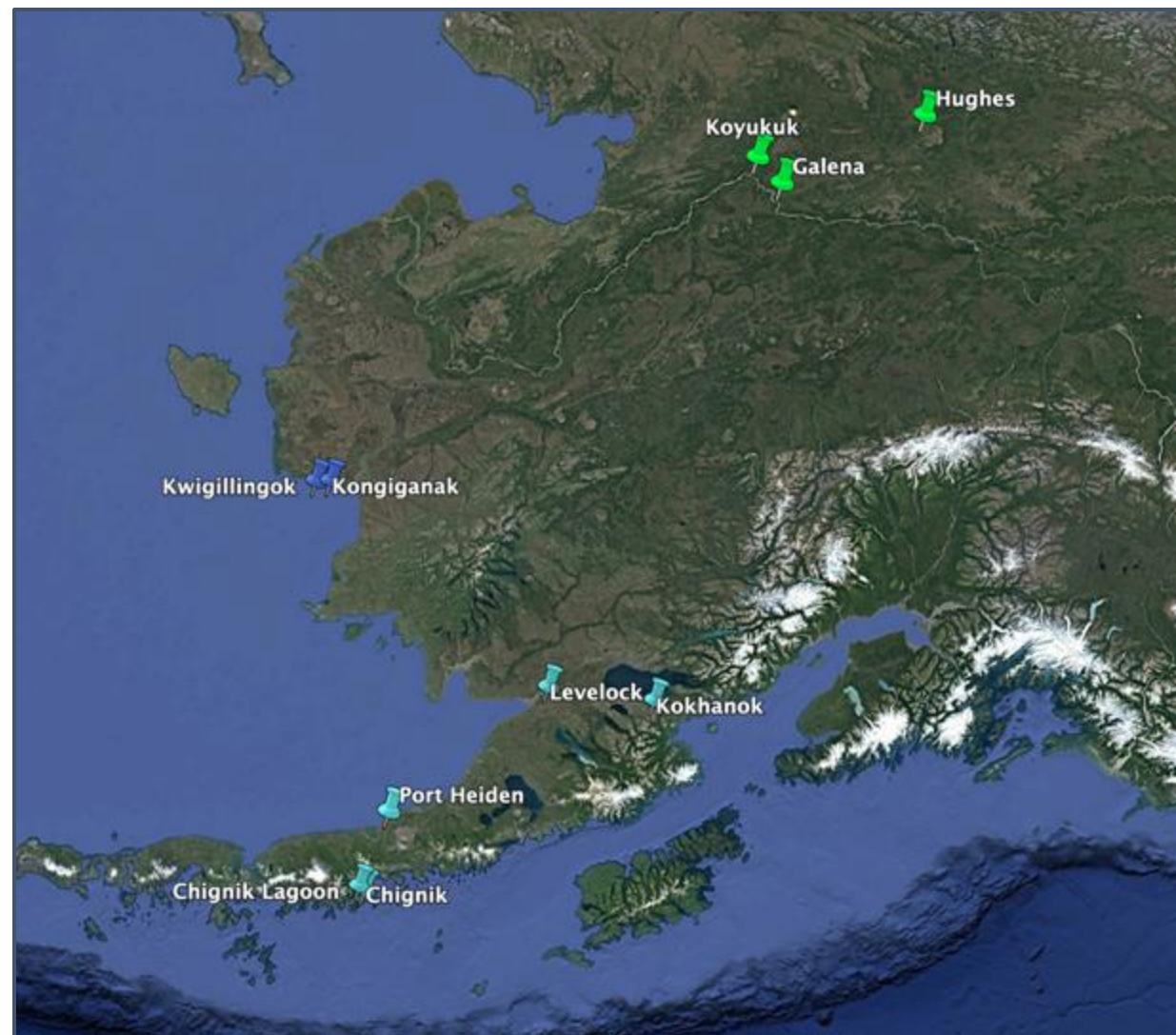
Chignik Bay, Chignik Lagoon, Port Heiden, Kokhanok, Levelock

Interior:

Galena, Hughes, Koyukuk

YK:

Kongiganak, Kwigillingok



PIP Timeline

- **Phase 1: Dec 2022 - Dec 2023**
 - Development of program
 - Community outreach
 - Selection from 50->20->10
 - Community visits
 - MOUs
 - Collaborative development of training topics
- **Phase 2: Jan 2024 - Feb 2025**
 - 50+ trainings - RurAL CAP Funding
- **Phase 3: March 2025+**
 - More work with existing cohort
 - New communities



Scaling Community Training

- **“Fill every seat”**
 - Make the most of existing and new training efforts from other organizations
- **“Train The Trainer”**
 - Deepen the bench and develop local and statewide talent
- **“One size does not fit all”**
 - Addressing timely and individual needs maximizes benefit to community



Quyana!

Jacob Powell

907-312-9032

jpowell@realaska.org

