Operations Project Authorization Form

Project Title: FE / FC Curriculum Development	**Project Number: FTENGCOM**
Date Prepared: 03/02/2023	**Company:** Eversource CT Eversource EMA Eversource NH Eversource WMA
Organization: Operations Services	**Class(es) of Plant:** Other
Project Initiator: [redacted]	**Project Category:** Annual - General
Project Manager: [redacted]	**Project Type:** Specific
Project Sponsor: [redacted]	**Capital Investment part of original Operating Plan:** Yes
Estimated in service date: 12/31/2024	**Emergency Related Request?** No
Eng./Constr. Resources Budgeted? Yes	**Facility Type** (check all that apply)**:** ☐ PTF ☐ non-PTF ☐ Distribution
Total Gross Capital Request: $4,046,568	**Authorization Type:** Full Funding

Executive Summary

Briefly describe (in a few sentences) the overall description of the project (do not include technical details)

An authorization of $4,046,568 is requested to develop a training program to meet the needs of our ever-changing Electrical Distribution system. This funding is required to develop the new training curriculum for the Field Communications/Field Engineers (FE, PST, Test Specialists and Communication and Control Specialists) across the three states. The Field Communication/Field Engineering group has experienced changing technology associated with our protection equipment in substations, underground equipment and roadside equipment and controls are driving the need for new training curriculum development.

The training team generated a bid package following a full review of the position and identified the needs and learning objectives for the curriculum. The technical nature of the FE/FC position has driven the team to ensure the curriculum and supporting instructional material matched the craft workers technical role. This program brought a wide range of bids with Index AR selected. It was Index AR's training materials and supporting apps that drove the selection as it matched the strong technical training needs previously identified. The Index AR project estimate came in at $2.5M. Other costs associated with the project will be internal labor for the subject matter experts and internal design team. The project also includes material/equipment costs to be used for instructor led classes.

Field Communication/Field Engineers lack a formalized training program to meet the needs of our ever-changing Electrical Distribution system. Field Communications training has been learned on the job. The current method of training creates inefficiencies and leads to inconsistencies in the work practices across different parts of the organization. A comprehensive and structured training program is needed to bring efficiency and uniformity.

To develop the employees in the FE/FC roles, there is a need to deliver training on different skills. In different parts of the organization, due to variety in the contractual terms these positions are being filled either by employees with previous craft experience, or by those with a degree and/or no work experience creating a need to develop a comprehensive and broad training curriculum which will include education on the theory and construction practices of the components of the distribution electric system.

This project will include the development of training curriculum for both virtual and classroom learning. The material will be interactive utilizing system design and construction simulations.

Project Costs Summary

See APS3 and APS8 requirements and consult with Plant Accounting for capital/O&M determination. Use published loaders for benefits, materials, and invoices, maintained by the Director, Budget and Internal Reporting.
Note: Dollar values are in thousands

Capital Costs	Year 2023	Year 2024	Year 2025	Total
Direct Capital Costs				
Internal Labor and Construction Equipment	500	500		1,000
Outside Services	1,347.5	1,102.5		2,450
Materials	50	50		100
Removals				
Risk and Contingency				
Other (employee expenses, fees & payments)				
Subtotal – Direct Costs	1,897.5	1,652.5		3,550
Indirect Capital Costs				
Indirect/Overheads (including benefits)	249.508	247.060		496.568
Capitalized interest or AFUDC, if any				
Subtotal – Indirect Costs	249.508	247.060		496.568
Total Gross Capital Costs	**2,147.008**	**1,899.560**		**4,046.568**
Customer Contribution				
Total Net Capital Project Costs	**2,147.008**	**1,899.560**		**4,046.568**

Costs by Entity	CL&P Electric Distribution 11	EMA Electric Distribution 21	NH Electric Distribution 06	WMA Electric Distribution 41	**Total**
Direct Capital	1,242.5	1,242.5	710	355	3,550
Indirect Capital	191.517	161.098	97.924	46.029	496.568
Removal net of salvage					
Total Capital Project Costs by Entity	**1,434.017**	**1,403.598**	**807.924**	**401.029**	**4,046.568**

Technical Justification:

Project Scope

Index AR Solutions will support Eversource in designing and creating a 13-course curriculum utilizing Index eBooks and mobile applications to be used for Field Engineering and Field Communication Technical Training.

Appendix 2
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Background

This funding is required to develop the new training curriculum for the Field Communications/Field Engineers across Eversource. The Field Communication/Field Engineering group has experienced changing technology associated with our protection equipment in substations, underground equipment and roadside equipment and controls are driving the need for new training curriculum development.

Alternatives Considered:

Were alternative solutions considered/applicable? Include any cost/benefit analysis.

Alternatives were considered (please describe below)

Field Communications training has been learned on the job. The current method of training creates inefficiencies and leads to inconsistencies in the work practices across different parts of the organization. A comprehensive and structured training program is needed to bring efficiency and uniformity.

Regulatory Approvals:

Are Regulatory body approvals needed for the project?
No

If yes, provide detailed regulatory approvals

Project Schedule

Milestone/Phase Name	Estimated Date
Project kickoff / Phase 1 kickoff	1Q2023
Phase 1 eBook and Phase 1 app concepts	2Q2023
Phase 1 soft delivery and final delivery and Phase 2 Kickoff	3Q2023
Phase 2 eBook and app concepts	4Q2023
Phase 2 soft delivery and Phase 3 kickoff	1Q2024
Phase 3 eBook and app concepts and Phase 3 soft delivery	2Q2024
Phase 3 final delivery	3Q2024

Risks and Risk Mitigation Plans

List top risks and mitigation plans associated with this project. Include any contingency related to each risk. (Permitting/siting; environmental; outage constraints; customer/community outreach; material delivery; constructability challenges; excavation; etc.)

References

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Appendices (One-Line Diagrams, Images, etc.)

Reference appendices items in the appropriate section of the PAF and list items in the same order as referenced in the PAF

If the project has future financial benefits, please use the following table to provide the yearly amounts.

Financial Benefits	Year 2023	Year 2024	Year 2025	Year 2026+
Capital				
O&M				
Other				
Total Financial Benefits				

Describe the estimated future Capital, O&M and/or Other benefits noted above:

What functional area(s) will these benefits be reflected in?_____

A representative from the respective functional area is required to be included as a project approver.