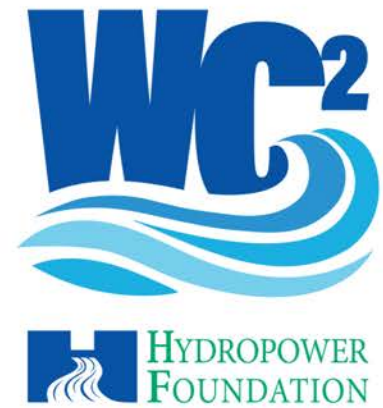




2023

ANNUAL REPORT

www.Hydrofoundation.org
waterpowerclub.hydrofoundation.org



YOUR SUPPORT IS MAKING A DIFFERENCE

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WE SERVE

*Students, Educators, and
the Hydropower Community*

**Libbie Poirier,
Wenatchee Valley College,
Hydro Think Tank participant**

*"This was an incredible
experience which opened up
my eyes to see the future in
hydro and the water
community where I live."*

**Braylan Pfeiffer,
Spokane College,
Hiring for Hydro participant**

*"The Hydropower Foundations
Hiring for Hydro conference was
an excellent and valuable
learning experience. It provided a
great deal of information on
future opportunities in the
industry. I am thankful for the
chance to attend."*

**Paulinne Anaya,
Wenatchee Valley College,
Hydro Think Tank participant**

I feel very fortunate for the fun,
informative, and immersive
experience. I loved the challenge
and meeting and working with an
impressive diverse group of
students and having access to
knowledgeable, encouraging and
passionate professionals.

**Dana Weston,
Clackamas Community College,
Hydro Think Tank participant**

*It was a very eye opening
experience to get to see a whole
world I didn't know existed. I know
that I want to work in the world of
Hydro after experiencing it.*



VISION AND MISSION

VISION

A waterpower workforce that is robust, welcoming, educated, environmentally focused, and reflects the regional communities' diversity.

MISSION

Developing a waterpower workforce through programs that provide future workers with knowledge and opportunities in the industry through focused education, research, and experience.



2023 RECAP FROM STEVE & LINDA

Dear Friends,

It has been a busy year for the Hydropower Foundation, filled with student and waterpower community engagement. Beginning with **Hiring for Hydro™** at the Northwest Hydroelectric Association (NWEHA) Annual Conference. We had 20+ students sign up for the event. Though an unexpected 50-year ice storm affected the attendance, over a dozen students braved the weather and participated. They learned about hydro in a Hydro 101 class and then had the opportunity to meet with hydropower professionals through a unique networking career fair.

The **May SE Think Tank™** at Barlett's Ferry could not have been better. Students from Tuskegee to Auburn University participated in this three-day competition, where they learned about hydro and how it integrates with other renewables while building relationships with professionals from Southern Company, TVA, and Kleinschmidt. We also supported the **Hydropower Collegiate Competition (HCC)** funded by the Waterpower Technologies Office and the National Renewable Energy Laboratory (NREL) at NWEHA's Waterpower Week. More than 150 students participated in this competitive program that gave students experiences in waterpower and exposed them to many hydropower community members. The summer saw a second **Hydro Think Tank™** at Priest Rapids Dam in Washington. The competition challenge focused on maintenance and engaged local community college students to gain real-world experience and exposure to career opportunities in hydro.

Finally, NWEHA's Clean Currents Conference provided an opportunity to host a **Clean Career Energy Expo** at the University of Cincinnati. 25+ students met with 12 company representatives to learn about hydropower and job opportunities. The Clean Currents Conference was perfect for launching our latest program, **WC²**. This unique program brings the waterpower community together with student-led university waterpower clubs. The students have a rare opportunity to hear lectures about hydropower, tour facilities, and participate in internships and scholarships that allow them to learn more about the industry and prepare them for waterpower careers.

2023 brought internal focus. Bringing more clarity and definition to our mission and vision to have a robust, educated, diverse, and environmentally focused workforce.

Contributing foundation members, sponsors, and supporters make this critical work possible. We thank you for the time spent and your financial support. Through your continued help and support, we can attract and better prepare the next generation of waterpower professionals!

All our best,
Steve Wenke, President
Linda Church Ciocci, Executive Director



WHAT'S ON THE HORIZON FOR 2024?

Hello! My name is Del Shannon, and I'm the Hydropower Foundation's incoming president.

My first task as president is to offer a heartfelt and deeply appreciative thank you to Steve Wenke, who has done an excellent job as the HF's most recent president. Please join me in thanking him for his incredible service. Under Steve's leadership, we survived a pandemic and the financial issues this created; our board of directors has grown and become more diverse; we established student-led Waterpower Clubs at the college and university level, and we have charted a path forward guided by an updated vision and mission.

How will we accomplish our vision and mission? I'm glad you asked.

The Hydropower Foundation strives to be the pre-eminent provider of waterpower workforce development programs providing education, environmental enhancement, diversity, equity, and justice by:

- Creating programs that provide access to job opportunities and mentoring in the waterpower community for underrepresented populations, existing professionals, and new entrants.
- Providing schools, businesses, and individuals with meaningful information on waterpower and the responsible management of our resources.
- Sponsoring and overseeing research focused on the many aspects of waterpower and its best management practices, enhancing its contribution to our society, the environment, and a clean energy future.
- Hosting networking events for the waterpower community that enable conversations and opportunities to build relationships.

As we look to the new year, it is filled with opportunity. We hope you will engage with our new WC² partnership program, Think Tank Competitions, and career fairs as we move through the year. We will continue working with NREL and supporting the Hydropower Collegiate Competition to expose another class of students to hydropower, and most importantly, the enormous job opportunities that lie within. We will need your active engagement. I hope you will join us in 2024 and beyond as we help shape the future of hydropower and its workforce.

Thank you!

Del Shannon
President, Hydropower Foundation

SCHOLARSHIPS

Julie Keil Scholarship for Women

An education scholarship program empowering female students enrolled in an accredited college or university and majoring in a discipline relevant to explore a future in any aspect of hydropower. The scholarship is based on merit and financial need as a memorial dedicated to our long-time friend and colleague, Julie Keil. Thank you to the Julie Keil Scholarship Committee for volunteering and contributing time and resources to ensure the scholarship continues to support and value women who reflect leadership, enthusiasm, energy, courage, strength, and persistence.

Thank you to the Julie Keil Scholarship Committee for your commitment in ensuring the scholarship continues to support and value women who reflect leadership, enthusiasm, energy, courage, strength, and persistence.

Brenna Vaughn - Northwest Hydroelectric Association

Dawn Presler - Northwest Hydroelectric Association

Linda Church-Ciocci - Hydropower Foundation

Bree Mendlin - Hydropower Foundation

Marla Barnes - National Hydropower Association

Shannon Ames - Low Impact Hydro Institute

Kristin Sweeney - Julie Keil's Family Representative

Tim Brush - Inter-Fluve, Inc

John Suloway - Gomez & Sullivan



"This scholarship allows me to continue to be curious without financial hesitation. As an early-career fisheries biologist, collecting diverse experiences and opportunities are everything to me. I'm very grateful to be here with this group of stakeholders and the opportunity to absorb new perspectives in the water resources field."

Natalie Coash, Auburn University, School of Fisheries, Aquaculture, and Aquatic Sciences

Mike Sale Memorial Scholarship

The Hydropower Foundation plans to offer a scholarship in 2024 to support graduate-level research beneficial to the waterpower industry and environmental management practices. This scholarship is created in honor of Mike Sale, a former Oak Ridge National Laboratory research staff member and advocate for improving hydropower through science-based investigation. Sale was a charter member of the Low Impact Hydropower Institute's governing board and a board member of the Hydropower Foundation who emphasized the value of hydropower and its potential to enhance the electric system.

A new graduate student level scholarship to honor Mike Sale

**243 STUDENTS
REACHED**

**from over 16
colleges &
universities**



CONNECTING THE NEXT GENERATION WITH HYDROPOWER

Hiring for Hydro™

Connecting students interested in a hydropower career with the hydropower community!

- Brings together students from regional post-secondary schools to participate in an educational workshop about careers in hydropower, followed by a special recruiting session.
- Since its inception in 2017, Hiring for Hydro™ has reached over 200 students from over 14 colleges in the Pacific Northwest who have participated in an educational workshop about careers in hydropower and recruiting sessions. The program is working, and students are getting hired into the hydro industry!
- Provides students with a jam-packed day that includes a Hydro101 session, resume building, an opportunity to learn about hydropower career opportunities from partnering organizations, and most importantly, the chance to meet and network with hydropower industry professionals and potential employers.

Hydro Think Tank™

- A three-day competition for post-secondary students from universities and trade schools hosted within a region, placed into teams, and given a hydropower challenge to solve.
- Overall, the students learn a ton, meet new like-minded students and provide innovative solutions to real-world challenges.
- Students gain access to industry professionals to ask questions and get a behind-the-scenes look at the local hydro facilities.
- Educational sessions are conducted by waterpower professionals ranging from topics like Hydro 101 to Fundamentals of public speaking.
- Finally, the students present their best solution, and the top three teams walk away with cash prizes, excellent resume boosters, and networks in the industry that often lead to internships and jobs.



WATERPOWER CLUB + WATERPOWER COMMUNITY =



The Hydropower Foundation launched a new program this year that connects universities with the waterpower community to facilitate recruitment for the anticipated growth our industry is forecasting.

Creates waterpower clubs at each participating university, which are inclusive to any student in a degree program that may lead to potential careers in our industry. Students will learn about one of the most challenging and rewarding renewable energy careers available! Scholarships and other funding will be granted to each waterpower club.

Waterpower Community partners provide support to the waterpower clubs by mentoring students, providing internship/co-op opportunities, presenting to the waterpower clubs, assisting with project challenges, supporting facility tours and financial contributions.

This program was rolled out to the academic community in mid-August, and we already have three student clubs implemented at **Manhattan College, Wenatchee Valley College, and University of Wisconsin-Platteville!** Students have all caught the waterpower bug and are busy implementing their clubs, scheduling guest speakers from the waterpower community and attending student conferences to spread the word... and there are more clubs on the horizon!



Libbie Poirier (left), President of the Waterpower Club at Wenatchee Valley College, and Admarys Montoya Rojo, (right) founding member. Recruiting members for the newly established club.



GRANT PROJECTS & PARTNERSHIPS



U.S. DEPARTMENT OF ENERGY | Office of ENERGY EFFICIENCY & RENEWABLE ENERGY
WATER POWER TECHNOLOGIES OFFICE

The impactful initiatives and activities the Hydropower Foundation is undertaking in collaboration with the U.S. Department of Energy's Water Power Technologies Office (WPTO) and the National Renewable Energy Laboratory (NREL) through the STEM workforce development project undoubtedly contribute to shaping a skilled and diverse workforce for the future.

1. Hydropower Collegiate Competition (HCC) & Marine Energy Collegiate Competition (MECC)

- Successfully implemented the first HCC and fourth MECC at the National Hydropower Association's Waterpower Week Conference. The Mid-west Users Group (MHUG) and NHA Conference in April 2024 will host the next HCC, demonstrating a commitment to establishing an ongoing and impactful event.

2. Educational Webinars and Student Day of Activities at Clean Currents

- Coordinated and supported monthly HCC Educational Webinars, offering valuable insights and connections for participating student teams.
- Supported the Student Day of activities at NHA's Clean Currents Conference, including the Student Industry Knowledge Exchange (SIKE) and co-moderated the student and faculty panelist session to better understand connecting the waterpower community to university students.

3. Engaging the Waterpower Community

- Co-moderated the Hydropower Workforce Workshop alongside the international CEATI conference, showcasing the Foundation's dedication to industry engagement and knowledge sharing.
- Supported the conversation on workforce at the Hydrovision International Conference, highlighting project accomplishments and contributing to industry-wide discussions.

4. Publications and Career Resources

- Peer reviewed the revised Hydropower Workforce Report publication.
- Contributed to conversations on instilling change for a diverse workforce, emphasizing the foundation's commitment to inclusivity.
- Supported efforts in establishing a new career map resource, aiding students in identifying and navigating potential career paths in the waterpower sector.

The Hydropower Foundation's commitment to building a diverse and skilled workforce is evident in its multifaceted initiatives contributing to the growth and sustainability of the waterpower industry as a whole.

GRANT PROJECTS & PARTNERSHIPS

The Hydropower Vision Roadmap: A Pathway Forward

Provides a detailed roadmap of potential technical, economic, and institutional actions by the hydropower community to optimize hydropower's continued contribution to a clean, reliable low-carbon domestic energy generation portfolio, while also ensuring the nation's natural resources are adequately protected or conserved.

Reimagining the Hydropower Vision Roadmap

- The Hydropower Foundation is working together with the U.S. Department of Energy and the Pacific Northwest National Laboratory to convene and facilitate industry forums in support of the Hydropower Visionaries, the reimagining of the Visionaries Report, and the associated leadership of its Visionary Program.
- This utilizes the Foundation's unique independent status and leadership to bring together many divergent interests.



Geomembrane Project

The Hydropower Foundation hosted a “lunch and listening” session during the recent Clean Currents Conference + Trade Show. The session was attended by 50 stakeholders interested in pumped storage hydropower, and specifically, liner systems for pumped storage hydro storage reservoirs. The objective of this session was to engage pumped storage project developers and owners, consultants, constructors, regulators, researchers, and other stakeholders in discussions and discovery focused on regulatory issues and design standards that quantify and qualify the concerns and needs as they relate to liners. Three speakers, Vladimir Koritarov, Argonne National Labs; Professor Timothy Stark, Fabricated Geomembrane Institute; and Brian Fraser, the Layfield Group; provided brief comments, backgrounds and insights. The stakeholders then broke into five groups to further discuss areas and subjects of interest and concern. Funding for the sessions was provided by River Connectivity Systems and made possible through a grant from the U.S. Department of Energy Water Power Technologies Office. Findings are expected to be published in January 2024 and possibly presented at an upcoming conference in March of 2024.



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VOLUNTEERS

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Andy Peters - River Connectivity Systems
Chris Hayes - NHA
Del Shannon - Kiewit
Lisa Larson - HDR
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Paul Jacobson - EPRI
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- Steve Amaral, ALDEN LAB

Interested in giving back and participating in one of our committees?
Contact us today! Info@hydrofoundation.org

Financial Stewardship

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- ALDEN RESEARCH LABORATORY
- BARNARD CONSTRUCTION
- CEATI
- CHELAN COUNTY PUD
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- STANTEC
- TACOMA POWER
- VAN NESS FELDMAN
- WORTHINGTON
- YUBA WATER AGENCY

2023 Friends of the Foundation

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- JEFF LEAHEY
- MANA CONSULTING
- MARK KILLGORE
- NORM BISHOP
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- TIM BRUSH
- TIMOTHY STARK
- WAYNE DYOK
- WAYNE PIETZ

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- PACIFIC NORTHWEST NATIONAL LABORATORY
- RIVER CONNECTIVITY SYSTEMS
- SOUTHERN COMPANY
- STANTEC
- U.S. BUREAU OF RECLAMATION
- U.S. DEPARTMENT OF ENERGY WATER POWER TECHNOLOGIES OFFICE




THANK YOU

Are you passionate about creating a clean energy future?

Here are several excellent ways to get involved with the Hydropower Foundation:

- Contribute financially through donations or regular financial support.
- Sponsor a Hydro Think Tank™ Competition in your area.
- Stay informed by signing up for the quarterly Foundation Runner Newsletter.
- Join the board or a committee to guide the direction of the foundation.
- Leave a legacy gift to support our vital work.
- Donate to the Julie Keil Scholarship or the Mike Sale Scholarship Fund to help the next generation of hydropower.
- Be a mentor and share your knowledge and experience with others.
- Partner with us through the new WC² program

CONTACT US :

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