



Lineman

HISTORIC DACUM CHART FOR LINEMAN

DACUM Panel

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Duty A: Maintain Safe Work Environment					
Tasks					
A-1 Comply with safety procedures (e.g., OSHA, WISHA/OREGON OSHA, Organization-specific)	A-2 Identify/Isolate job-specific safety hazard(s)	A-3 Participate in mandated safety meetings	A-4 Report safety hazards per organization procedures	A-5 Maintain safety devices (e.g., PPE< First aid kits, Fire extinguisher)	

Duty B: Participate in Training/Professional Development Activities						
Tasks						
B-1 Maintain OSHA certification	B-2 Participate in first aid/CPR training	B-3 Maintain Commercial Drivers License (CDL)	B-4 Participate in climber certification training	B-5 Participate in transformer connection training	B-6 Participate in flagger-card training	B-7 Participate in equipment-specific training (e.g., bucket, backhoe, boom)
B-8 Participate in line tool training	B-9 Participate in hot stick training	B-10 Participate in annual pole-top rescue training	B-11 Participate in revenue meter training	B-12 Participate in organization policy/procedure information training	B-13 Participate in special equipment training (e.g., encloser, regulator, co-pastors)	B-14 Participate in crate operation training
B-15 Participate in forklift certification training						

Duty C: Perform Job-site Planning Activities						
Tasks						
C-1 Locate under-ground facilities	C-2 Discuss job-site work process (e.g., staking sheets)	C-3 Determine job-site crew duties	C-4 Identify job-site safety hazards	C-5 Organize job-site equipment/materials	C-6 Determine job-site ground requirements	C-7 Notify affected customers of job-site outage
C-8 Provide job-site protection for general public						

Duty D: Perform Outage & Power Outage Troubleshooting						
Tasks						
D-1 Obtain problem-specific documents (e.g., outage reports, customer complaints) (O/PQ)	D-2 Obtain problem-specific line equipment (O/PQ)	D-3 Obtain personnel to complete job (O/PQ)	D-4 Conduct problem assessment (O/PQ)	D-5 Perform outage safety procedures (e.g., ground-line, clearances) (O)	D-6 Perform power quality safety procedures (PQ)	D-7 Perform problem-specific repair(s) (O/PQ)
D-8 Complete & submit service order (PQ)	D-9 Release clearances & remove grounds (O)	D-10 Confirm power restoration (O)	D-11 Complete outage report (O)	D-12 Notify dispatch of power restoration (O)		

O = Outage; PQ = Power Quality

Duty E: Install/Repair Overhead Service						
Tasks						
E-1 Load & transport materials (e.g., poles, conductors, cross-arms)	E-2 Frame pole top assembly	E-3 Install pole	E-4 Inspect climbing gear	E-5 Climb utility poles & towers	E-6 Install conductors	E-7 Install & wire transformers
E-8 Splice conductors	E-9 Install specialized equipment (e.g., recloser, regulators, copastors)	E-10 Perform work with energized lines	E-11 Install/Repair yard/street light(s)	E-12 Perform substation operations	E-13 Perform switching order process	

Duty F: Install/Repair Underground Service						
Tasks						
F-1 Load & transport materials (e.g., cable, transformers)	F-2 Identify installation equipment	F-3 Select underground tools	F-4 Identify underground safety hazards	F-5 Dig ditch	F-6 Install vault	F-7 Install conduit
F-8 Pull cables through conduit	F-9 Install pad-mount equipment (e.g., junction boxes, switches)	F-10 Install cable termination	F-11 Splice cable(s)	F-12 Identify sight-specific cable	F-13 Locate faulted cable	F-14 Tag cable ends

Duty G: Maintain Line Equipment & Tools						
Tasks						
G-1 Inspect/Adjust airbrake switch	G-2 Conduct substation inspection	G-3 Inspect regulators	G-4 Inspect reclosers	G-5 Conduct annual line patrol(s)	G-6 Conduct pad- mount equipment inspection	G-7 Inspect & repair hand tools (e.g., hoist, hand- lines, crimping tools)
G-8 Inspect & clean hot tools						

Duty H: Maintain Records/Documentation						
Tasks						
H-1 Prepare & submit time sheets	H-2 Complete/Modify work order (e.g., as-built, material)	H-3 Prepare material issue sheets (e.g., in/out, salvage)	H-4 Complete daily vehicle inspection form	H-5 Complete Department of Transportation log book	H-6 Complete outage report	H-7 Document PPE inspection
H-8 Complete meter tickets (remove/ installation)	H-9 Complete trans- former tickets (remove/ installation)	H-10 Complete special equipment tickets (e.g., recloser, regulators, co- pastors)	H-11 Complete service orders (e.g., collects, disconnects)	H-12 Complete vehicle accident report	H-13 Complete personal accident report	H-14 Complete public incident report

Skill Standards Template A

Summary of Highest Ranked Tasks for Lineman

Function/Duty A: Maintain Safe Work Environment

Tasks:

- A-1 Comply with safety procedures (e.g., OSHA/WISHA/OREGON OSHA)
- A-2 Identify/Isolate job-specific safety hazard(s)
- A-3 Participate in mandated safety meetings
- A-4 Report safety hazards per organization procedures

Function/Duty B: Participate in Training/Professional Development

Tasks:

- B-1 Maintain OSHA certification
- B-2 Participate in first aid/CPR training
- B-3 Maintain Commercial Drivers License (CDL)
- B-4 Participate in climber certification training
- B-5 Participate in transformer connection training
- B-7 Participate in equipment-specific training
- B-9 Participate in hot stick training
- B-10 Participate in annual pole-top rescue training
- B-12 Participate in organization policy/procedure information training
- B-13 Participate in special equipment training

Function/Duty C: Perform Job-site Planning Activities

Tasks:

- C-2 Discuss job-site work process (e.g., staking sheets)
- C-3 Determine job-site crew duties
- C-4 Identify job-site safety hazards
- C-5 Organize job-site equipment/materials
- C-8 Provide job-site protection for general public

Function/Duty D: Perform Outage & Power Quality Troubleshooting

Tasks:

- D-1 Obtain problem-specific documents (e.g., outage reports)
- D-4 Conduct problem assessment
- D-5 Perform outage safety procedures (e.g., ground line)
- D-6 Perform power quality safety procedures
- D-7 Perform problem-specific repair(s)
- D-10 Confirm power restoration

Function/Duty E: Install/Repair Overhead Service

Tasks:

- E-3 Install pole
- E-5 Climb utility poles & towers
- E-7 Install & wire transformers
- E-9 Install specialized equipment (e.g., recloser, regulators)
- E-10 Perform work with energized lines
- E-12 Perform substation operations
- E-13 Perform switching order process

Function/Duty F: Install/Repair Underground Service

Tasks:

- F-2 Identify installation equipment
- F-4 Identify underground safety hazards
- F-8 Pull cables through conduit
- F-9 Install pad-mount equipment (e.g., junction boxes)
- F-10 Install cable termination
- F-11 Splice cable(s)
- F-12 Identify sight-specific cable

Function/Duty G: Maintain Line Equipment & Tools

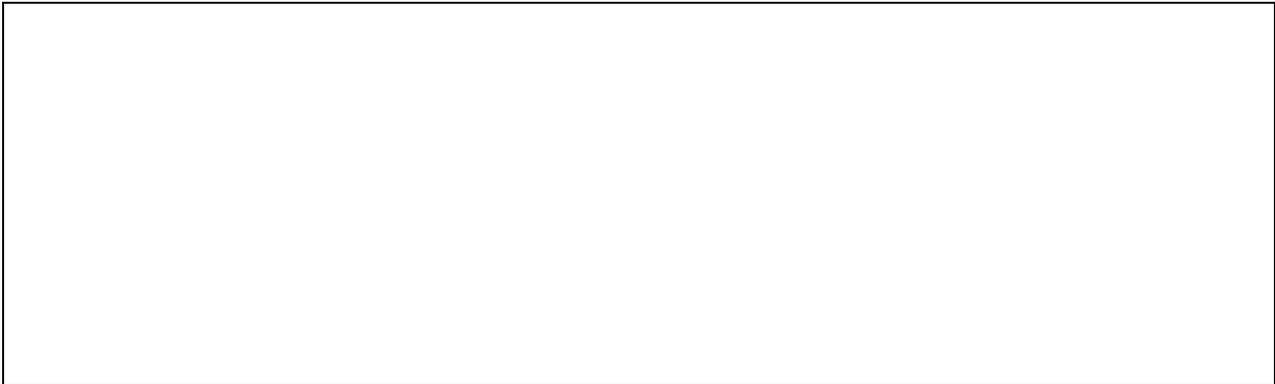
Tasks:

- G-1 Inspect/Adjust airbrake switch
- G-2 Conduct substation inspection

Function/Duty H: Maintain Records/Documentation

Tasks:

- H-2 Complete/Modify work order (e.g., as-built, material)
- H-3 Prepare material issue sheets (e.g., in/out, salvage)
- H-8 Complete meter tickets (remove/installation)
- H-9 Complete transformer tickets (remove/installation)
- H-10 Complete special equipment tickets (e.g., recloser)
- H-11 Complete service orders (e.g., collects, disconnects)



Lineman Picture



Occupation Cluster: **Lineman**

Function or Job Duty: **Duty A: Maintain Safe Work Environment**

TASK	Performance Criteria	Technical Knowledge of	SCANS Skills and Personal Qualities
	How do we know when the task is performed well?	Skills, Abilities, Tools	Foundational Abilities
A-1 Comply with safety procedures (e.g., OSHA, WISHA, Oregon OSHA, Organization-Specific)	<ul style="list-style-type: none"> • All unsafe conditions are identified. • All important information regarding job safety is communicated clearly and effectively. • Conditions that present a threat to health, safety and the environment are identified, reported, and documented promptly. • Corrective actions are identified. • Ongoing safety concerns are tracked and reported until corrective action is taken. • All technicians, operators and relevant personnel are notified of the organization's safety standards including OSHA/WISHA/OREGON OSHA. • Safety procedures/standards are properly documented. • Management is consulted to ensure procedures/standards are adequate and meet regulatory requirements. 	<ul style="list-style-type: none"> • Organization/OSHA/WISHA/ OREGON OSHA requirements. • Identifying critical areas of job safety. • Recognizing unsafe conditions/ practices. • Employer's job safety procedures. • Safety issues and unsafe conditions. • Documentation and reporting procedures. • Corrective actions. 	<ul style="list-style-type: none"> • Adheres to standards. • Presents complex ideas/information. • Models proper performance/attitudes. • Interprets, clarifies and influences communication between agencies/personnel. • Monitor performance standards and follow up on assigned key activities. • Records information accurately, prepares messages and writes concise safety procedures.
A-2 Identify/ Isolate job-specific safety hazard(s)	<ul style="list-style-type: none"> • Conditions that present a threat to health, safety and the environment are identified, reported, and documented promptly. • Corrective actions are taken promptly according to employer's procedures. • Appropriate parties are consulted about corrective actions. • Safety procedures/standards are properly documented. • Ongoing safety concerns are tracked and reported until corrective action is taken. • Management is consulted to ensure organization procedures/standards are adequate and meet regulatory requirements. 	<ul style="list-style-type: none"> • Organization/OSHA/WISHA/ OREGON OSHA requirements. • Recognizing unsafe conditions/ practices. • Identifying critical areas of job. • Personal protective equipment (PPE) and its proper use. • Safety issues and unsafe conditions. • Documentation and reporting procedures. • Corrective actions. • Equipment and safety terminology. 	<ul style="list-style-type: none"> • Adheres to standards. • Identify relevant details, facts and specifications, and follow a set of instructions. • Examine information/data for relevance and accuracy. • Poses critical questions. • Records information accurately, prepares messages and writes concise safety procedures. • Monitor performance standards and follow up on assigned key activities.

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Function or Job Duty: **Duty A: Maintain Safe Work Environment**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
A-3 Participate in mandated safety meetings	<ul style="list-style-type: none">• Meetings are attended with active participation.• Information regarding job safety is accurately given and received.• Information regarding unsafe behavior/ work practices and/or work areas is accurately given and received.• Questions are answered in a courteous and respectful manner.• Issues are accurately discussed and solutions are defined.• Communication is respectfully performed without discrimination.	<ul style="list-style-type: none">• Organization/employer's procedures and standards and labor-management negotiated health and safety practices/issues.• Roles, responsibilities and policies of labor-management health and safety committees/ associations.• Work/job area safety requirements/policies.	<ul style="list-style-type: none">• Present basic information and ideas and actively participate in discussion.• Identifies the problem, analyzes possible causes or reasons, generates and evaluates solutions and devises and implements plan of action.• Responds to verbal and nonverbal communication and confirms information.• Takes active interest in and willingly helps others and modifies behavior to others and environment.
A-4 Report safety hazards per company procedures	<ul style="list-style-type: none">• Conditions that present a threat to health, safety and the environment are identified, reported, and documented promptly.• Company health and safety representatives are consulted in the development of safety procedures.• Suggestions are made to correct procedures, according to employer's policies and regulations.• Corrective actions are taken promptly according to employer's procedures.• Ongoing safety concerns are tracked and reported until corrective action is taken.	<ul style="list-style-type: none">• Personal protective equipment (PPE) and its proper use.• Safety issues and unsafe conditions.• Safety, quality and productivity issues.• Documentation and reporting procedures.• Corrective actions.• Equipment operation and safety.• Equipment, quality, safety and productivity terminology.	<ul style="list-style-type: none">• Adheres to standards.• Presents answers/conclusions in a clear and understandable form.• Suggests system modifications/ improvements.• Poses critical questions.• Records information accurately, prepares messages and writes concise safety procedures.

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Function or Job Duty: **Duty B: Participate in Training/Professional Development**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
B-1 Maintain OSHA certification	<ul style="list-style-type: none"> All applicable certification requirements are kept in an organized and accessible fashion. Appropriate activities for certification are accurately and effectively identified and completed. Documentation is accurately maintained and submitted according to requirements of certifying bodies. Certification reviews are scheduled to ensure compliance and assist in planning for anticipated changes. All necessary training is obtained. 	<ul style="list-style-type: none"> Accessing sources of information related to the activities needed for certification. Requirements of the certifying bodies. Certification training programs and their availability and cost. Documentation submittal and filing procedures. Successfully complete certification requirements. 	<ul style="list-style-type: none"> Adheres to standards, demonstrates commitment to excellence. Demonstrates commitment to self improvement, and analyzes and adjusts goals. Examine information/data for relevance and accuracy. Records information and summarizes/paraphrases information.
B-2 Participate in first aid/CPR training	<ul style="list-style-type: none"> All applicable certification requirements are kept in an organized and accessible fashion. Appropriate activities for certification are accurately and effectively identified and completed. Documentation is accurately maintained and submitted according to requirements of certifying bodies. Certification reviews are scheduled to ensure compliance and assist in planning for anticipated changes. All necessary training is obtained. Training activities are properly documented according to employer's procedures. 	<ul style="list-style-type: none"> Accessing sources of information related to the activities needed for certification. Requirements of the certifying bodies. Certification training programs and their availability and cost. Documentation submittal and filing procedures. Successfully complete certification requirements. 	<ul style="list-style-type: none"> Adheres to standards, demonstrates commitment to excellence. Demonstrates commitment to self improvement, and analyzes and adjusts goals. Examine information/data for relevance and accuracy. Records information and summarizes/paraphrases information. Demonstrates initiative and follows up on training opportunities.
B-3 Maintain Commercial Drivers License (CDL)	<ul style="list-style-type: none"> Appropriate training activities are thoroughly researched and properly identified and completed. All applicable certification requirements are kept in an organized and accessible fashion. Appropriate activities for certification are accurately and effectively identified and completed. Documentation is accurately maintained and submitted according to requirements of certifying bodies. Certification reviews are scheduled to ensure compliance and assist in planning for anticipated changes. All necessary training is obtained. Training activities are properly documented according to employer's procedures. All required professional certifications are obtained and maintained. 	<ul style="list-style-type: none"> Accessing sources of information related to the activities needed for certification. Requirements of the certifying bodies. Certification training programs and their availability and cost. Documentation submittal and filing procedures. Successfully complete certification requirements. Required certification(s) and how to obtain them. Employer's procedures for delivering training. 	<ul style="list-style-type: none"> Understands learning process, interprets new knowledge and experience. Investigates and analyzes application of learning tools and techniques to current job situation. Demonstrates initiative and follows up on training opportunities. Monitor personal performance (workmanship) and accept responsibility of actions. Adheres to standards, demonstrates commitment to excellence.

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Function or Job Duty: **Duty B: Participate in Training/Professional Development**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
B-4 Participate in climber certification training	<ul style="list-style-type: none"> All applicable certification requirements are kept in an organized and accessible fashion. Appropriate activities for certification are accurately and effectively identified and completed. Documentation is accurately maintained and submitted according to requirements of certifying bodies. Certification reviews are scheduled to ensure compliance and assist in planning for anticipated changes. All necessary training is obtained. 	<ul style="list-style-type: none"> Accessing sources of information related to the activities needed for certification. Requirements of the certifying bodies. Certification training programs and their availability and cost. Documentation submittal and filing procedures. Successfully complete certification requirements. 	<ul style="list-style-type: none"> Adheres to standards, demonstrates commitment to excellence. Demonstrates commitment to self improvement, and analyzes and adjusts goals. Examine information/data for relevance and accuracy. Records information and summarizes/paraphrases information.
B-5 Participate in transformer connection training	<ul style="list-style-type: none"> Appropriate training activities are thoroughly researched and properly identified and completed. Current professional literature about the application of emerging technologies are selected and read on a regular basis. Worker training programs are participated in and contribution is made to them. Staff development activities are coordinated properly according to employer's procedures. Training activities are properly documented according to employer's procedures. All required professional certifications are obtained and maintained. 	<ul style="list-style-type: none"> Seminars and workshops offered that relate to specific technology. Professional literature/materials related to current/emerging technology. Information related to seminars, courses, and workshops. Creating opportunities to apply current technical knowledge and skills. Required certification(s) and how to obtain them. Documentation procedures. Employer's procedures for delivering training. 	<ul style="list-style-type: none"> Understands learning process, interprets new knowledge and experience. Investigates and analyzes application of learning tools and techniques to current job situation. Demonstrates initiative and follows up on training opportunities. Monitor personal performance (workmanship) and accept responsibility of actions. Adheres to standards, demonstrates commitment to excellence.
B-7 Participate in equipment-specific training (e.g., bucket, backhoe, boom)	<ul style="list-style-type: none"> Appropriate training activities are thoroughly researched and properly identified and completed. Current professional literature about the application of emerging technologies are selected and read on a regular basis. Worker training programs are participated in and contribution is made to them. Staff development activities are coordinated properly according to employer's procedures. Training activities are properly documented according to employer's procedures. <p>All required professional certifications are obtained and maintained.</p>	<ul style="list-style-type: none"> Seminars and workshops offered that relate to specific technology. Professional literature/materials related to current/emerging technology. Information related to seminars, courses, and workshops. Creating opportunities to apply current technical knowledge and skills. Required certification(s) and how to obtain them. Documentation procedures. Employer's procedures for delivering training. 	<ul style="list-style-type: none"> Understands learning process, interprets new knowledge and experience. Investigates and analyzes application of learning tools and techniques to current job situation. Demonstrates initiative and follows up on training opportunities. Monitor personal performance (workmanship) and accept responsibility of actions. Adheres to standards, demonstrates commitment to excellence.

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Function or Job Duty: **Duty B: Participate in Training/Professional Development**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
B-9 Participate in hot stick training	<ul style="list-style-type: none"> • Appropriate training activities are thoroughly researched and properly identified and completed. • Current professional literature about the application of emerging technologies are selected and read on a regular basis. • Worker training programs are participated in and contribution is made to them. • Staff development activities are coordinated properly according to employer's procedures. • Training activities are properly documented according to employer's procedures. <p>All required professional certifications are obtained and maintained.</p>	<ul style="list-style-type: none"> • Seminars and workshops offered that relate to specific technology. • Professional literature/materials related to current/emerging technology. • Information related to seminars, courses, and workshops. • Creating opportunities to apply current technical knowledge and skills. • Required certification(s) and how to obtain them. • Documentation procedures. • Employer's procedures for delivering training. 	<ul style="list-style-type: none"> • Understands learning process, interprets new knowledge and experience. • Investigates and analyzes application of learning tools and techniques to current job situation. • Demonstrates initiative and follows up on training opportunities. • Monitor personal performance (workmanship) and accept responsibility of actions. • Adheres to standards, demonstrates commitment to excellence.
B-10 Participate in annual pole-top rescue training	<ul style="list-style-type: none"> • Appropriate training activities are thoroughly researched and properly identified and completed. • Current professional literature about the application of emerging technologies are selected and read on a regular basis. • Worker training programs are participated in and contribution is made to them. • Staff development activities are coordinated properly according to employer's procedures. • Training activities are properly documented according to employer's procedures. <p>All required professional certifications are obtained and maintained.</p>	<ul style="list-style-type: none"> • Seminars and workshops offered that relate to specific technology. • Professional literature/materials related to current/emerging technology. • Information related to seminars, courses, and workshops. • Creating opportunities to apply current technical knowledge and skills. • Required certification(s) and how to obtain them. • Documentation procedures. • Employer's procedures for delivering training. 	<ul style="list-style-type: none"> • Understands learning process, interprets new knowledge and experience. • Investigates and analyzes application of learning tools and techniques to current job situation. • Demonstrates initiative and follows up on training opportunities. • Monitor personal performance (workmanship) and accept responsibility of actions. • Adheres to standards, demonstrates commitment to excellence.

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Function or Job Duty: **Duty B: Participate in Training/Professional Development**

TASK	Performance Criteria	Technical Knowledge of	SCANS Skills and Personal Qualities
	How do we know when the task is performed well?	Skills, Abilities, Tools	Foundational Abilities
B-12 Participate in organization policy/procedure information training	<ul style="list-style-type: none"> Meetings are attended in an active and focused manner with full participation. Information regarding safety is given and received. Information regarding unsafe behavior/work practices and/or work areas are accurately given and received. Issues are accurately discussed and solutions are defined clearly. 	<ul style="list-style-type: none"> Organization procedures and standards. Meeting/training protocol. Characteristics of a safe work area. Work environments and safety policies. Safety worker behavior and performances. 	<ul style="list-style-type: none"> Modify behavior to environment and working situation. Interpret, clarifies and influences communication. Present basic information, explain concepts, and actively participate in discussion. Demonstrate commitment to excellence.
B-13 Participate in special equipment training (e.g., encloser, regulator, co-pastors)	<ul style="list-style-type: none"> Appropriate training activities are thoroughly researched and properly identified and completed. Current professional literature about the application of emerging technologies are selected and read on a regular basis. Worker training programs are participated in and contribution is made to them. Staff development activities are coordinated properly according to employer's procedures. Training activities are properly documented according to employer's procedures. <p>All required professional certifications are obtained and maintained.</p>	<ul style="list-style-type: none"> Seminars and workshops offered that relate to specific technology. Professional literature/materials related to current/emerging technology. Information related to seminars, courses, and workshops. Creating opportunities to apply current technical knowledge and skills. Required certification(s) and how to obtain them. Documentation procedures. Employer's procedures for delivering training. 	<ul style="list-style-type: none"> Understands learning process, interprets new knowledge and experience. Investigates and analyzes application of learning tools and techniques to current job situation. Demonstrates initiative and follows up on training opportunities. Monitor personal performance (workmanship) and accept responsibility of actions. Adheres to standards, demonstrates commitment to excellence.

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Function or Job Duty: **Duty C: Perform Job-Site Planning Activities**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
C-2 Discuss job-site work process (e.g., staking sheets)	<ul style="list-style-type: none">• Plan accounts for variables in schedule, staffing and availability of parts.• Plan is communicated to appropriate personnel effectively and in a timely manner.• All worksite considerations, parts and materials meet all code and regulatory requirements.• Scheduling takes into account the availability of personnel and vendors and materials.• Job is coordinated with other departments/agencies to avoid conflict.• Budget concerns are taken into account.• Plan is complete and thorough and includes compatibility with existing equipment or processes, if required.	<ul style="list-style-type: none">• Skill levels required for the work, and personnel possessing those skills.• Worksite-specific documentation.• Installation standards.• Scheduling and budget procedures and the ability to access information regarding the availability of personnel, vendors and materials.• Coordination of work activities.	<ul style="list-style-type: none">• Identifies relevant details, facts, specifications and follows set of instructions.• Follows procedures and pays attention to details.• Management of time and human resources.• Examine information/data for relevance and accuracy.• Understands decision-making process.• Prioritizes daily tasks and monitors/adjusts task sequence.
C-3 Determine job-site crew duties	<ul style="list-style-type: none">• Project schedules are effectively met.• Team members are notified of schedule requirements in an appropriate timeframe.• Project workflow runs efficiently and smoothly utilizing expertise and availability of crew.• Downtime is minimized.• Positive relationships are maintained to facilitate effective workflow.	<ul style="list-style-type: none">• Operations and project schedules.• Team member notification procedures.• Schedule requirements.• Project workflow needs.• Abilities of individual crew members to complete the work smoothly and efficiently.	<ul style="list-style-type: none">• Identifies relevant details, facts, specifications and follows set of instructions.• Management of time and human resources.• Prioritizes daily tasks and monitors/adjusts task sequence.• Distributes work assignments and matches talent to positions.• Adheres to standards, demonstrates commitment to excellence and leads by example.
C-4 Identify job-site safety hazards	<ul style="list-style-type: none">• Conditions that present a threat to health, safety and the environment are identified, reported, and documented promptly.• Corrective actions are taken promptly according to employer's procedures.• Appropriate parties are consulted about corrective actions.• Safety procedures/standards are properly documented.• Ongoing safety concerns are tracked and reported until corrective action is taken.• Management is consulted to ensure organization procedures/standards are adequate and meet regulatory requirements.	<ul style="list-style-type: none">• Organization/VOSHA/WISHA/ORE GON OSHA requirements.• Recognizing unsafe conditions/practices .• Identifying critical areas of job.• Personal protective equipment (PPE) and its proper use.• Safety issues and unsafe conditions.• Documentation and reporting procedures.• Corrective actions.• Equipment and safety terminology.	<ul style="list-style-type: none">• Adheres to standards.• Identify relevant details, facts and specifications, and follow a set of instructions.• Examine information/data for relevance and accuracy.• Poses critical questions.• Records information accurately, prepares messages and writes concise safety procedures.

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Function or Job Duty: **Duty C: Perform Job-Site Planning Activities**

TASK	Performance Criteria	Technical Knowledge of	SCANS Skills and Personal Qualities
	How do we know when the task is performed well?	Skills, Abilities, Tools	Foundational Abilities
C-5 Organize job-site equipment/materials	<ul style="list-style-type: none"> • Special materials/tools and parts are located. • All required materials/tools for the job are assembled at the work site. • Where applicable, certification of tools is verified. • Materials/tools are checked to ensure they are in safe and proper working order. • Procedures regarding nonfunctioning tools are followed. • Follow organization/OSHA/WISHA/OREGON OSHA standards as they relate to the industry for job-site safety. 	<ul style="list-style-type: none"> • Special materials/tools and parts. • Information regarding retooled parts and manufacturers' and employer's specifications. • How tools should work. • Part ordering procedures. • Maintenance staffing schedules and skills. • Procedures regarding non-functioning tools. • Working safely and using safe work practices. • Occupational hazards and standard safety devices. 	<ul style="list-style-type: none"> • Identifies relevant details, facts and specifications and follows set of instructions. • Monitor performance standards and follow up on assigned key activities. • Manipulates technology for desired results and analyzes technology output. • Acquires supplies and equipment. • Utilizes integrated software, locates and retrieves stored information.
C-8 Provide job-site protection for general public	<ul style="list-style-type: none"> • Procedures for setting up and maintaining a safe job-site are correctly followed. • Awareness of changing conditions at the job-site is demonstrated. • Compliance with applicable standards, regulations, laws, and safety practices is ensured. • Selects and wears personal protective equipment, safety gear and clothing appropriate for given job. 	<ul style="list-style-type: none"> • Occupational hazards and standard safety devices. • Working safely and using safe work practices. • Proper procedures for placing fags, signs, cones, and flares, where required. • Directing traffic flow safely around site. • Maintenance of job-specific supplies and equipment. • Communicating appropriate safety precautions to the public. 	<ul style="list-style-type: none"> • Identifies relevant details, facts, specifications and follows set of instructions • Visualize job activities to determine safe outcomes. • Apply rules and principles to the process. • Distribute supplies and equipment effectively. • Apply rules and principles. • Uses materials in a safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty D: Perform Outage & Power Quality Troubleshooting**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
D-1 Obtain problem-specific documents (e.g., outage reports, customer complaints)	<ul style="list-style-type: none"> • Research of appropriate documents is optimized and completed in a timely manner. • Requests (forms)/paperwork are completed and submitted to appropriate personnel/parties in accordance with organization/ employer's procedures. • Documents received are processed and distributed to appropriate personnel/parties. • Backup copies are catalogued and filed for future reference and distribution. 	<ul style="list-style-type: none"> • Organization/employer's procedures. • Researching organization/ employer's resources to obtain documents. • Procedures for requesting and submitting requests for accessing relevant sources of information. • Labeling and filing procedures for reference materials/documents. 	<ul style="list-style-type: none"> • Follows rules, procedures, and policies. • Identify and obtain information/documentation relevant to task. • Recognize system strengths/limitations. • Uses appropriate materials as specified, understands technical words, follows written directions. • Integrates systems technology/personnel resources.
D-4 Conduct problem assessment	<ul style="list-style-type: none"> • Technician/Operator and their logs are consulted to determine the nature of the problem. • Equipment repair and diagnostics reports are checked for previous problems. • Equipment is checked to identify problems. • Appropriate and accurate sources of information are consulted such as prints, OEM manuals, process diagrams, etc. • All safety procedures are followed. 	<ul style="list-style-type: none"> • Recognizing and categorizing problems. • Equipment/machine operations and functions. • Operator/technician logs and equipment repair and diagnostics reports. • Checking the safety of the equipment. • Sources of equipment-specific information. • Vendor equipment and employer's terms and terminology. 	<ul style="list-style-type: none"> • Recognizes system strengths/limitations. • Identifies the problem, analyzes possible causes/reasons, evaluates solutions and devises action plan. • Identifies relevant details, facts, specifications, follows set of instructions. • Translates and interprets blueprints, drawings, diagrams. • Presents answers/ conclusions in a clear and understandable form.
D-5 Perform outage safety procedures (e.g., ground-line, clearances)	<ul style="list-style-type: none"> • Follow OSHA/WISHA/OREGON OSHA/organization standards as they relate to the industry for job-site safety. • Plan is developed which includes timeline, equipment, and personnel required to do the job. • All required permits are obtained and all laws and regulations are followed. • The proper workers are scheduled to ensure effectiveness, efficiency and safety. • All requirements, quality and performance expectations are communicated to team/crew in an effective manner before work is started. 	<ul style="list-style-type: none"> • Electrical line construction, operations, maintenance, and technical practices. • Working safely and using safe work practices. • Occupational hazards and standard safety devices. • Maintenance staffing schedules and skills. • Existing preventative maintenance (PM) protocols and PM sheets. 	<ul style="list-style-type: none"> • Identifies relevant details, facts, specifications, follows set of instructions. • Understands technology applications. • Manipulate technology for desired results. • Acquires supplies and equipment. • Recognizes system strengths/limitations.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty D: Perform Outage & Power Quality Troubleshooting**

TASK	Performance Criteria	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
D-6 Perform power quality safety procedures	<p>How do we know when the task is performed well?</p> <ul style="list-style-type: none"> • Organization health and safety representatives are consulted in the development of safety procedures. • Worker/Operator feedback is solicited and used in suggestions on how to create a safe, more effective work environment. • Personnel and job-specific procedures are checked periodically to ensure compliance with safety requirements. • All technicians, operators and relevant personnel are notified of organization safety standards including OSHA/WISHA/OREGON OSHA. • Safety procedures/standards are properly documented. • Management is consulted to ensure organization procedures/standards are adequate and meet regulatory requirements. 	<ul style="list-style-type: none"> • Organization/OSHA/WISHA/OREGON OSHA requirements. • Safety, quality and productivity issues. • Equipment operation and safety. • Identifying critical areas of job. • Recognizing unsafe conditions/practices. • Documentation of job safety procedures. 	<ul style="list-style-type: none"> • Identify relevant details, facts and specifications, and follow a set of instructions. • Examine information/data for relevance and accuracy. • Monitors performance standards and follow up on assigned key activities. • Comprehends written information for main ideas, determines what information is needed. • Records information accurately, prepares messages and writes concise safety procedures.
D-7 Perform problem-specific repair(s)	<ul style="list-style-type: none"> • All required tools for the repair are assembled prior to the work. • Tools are checked to ensure they are in safe and proper working order. • Appropriate reference material is selected. • Proper personal protective equipment is inspected and worn. • Existing repair procedures are followed in accordance with OEM manuals or employer's procedures and correct disassembly, repair and reassembly procedures are used. • Repairs are completed within specified time frames. • Equipment is safely checked and a test run performed prior to return to service. • Corrective actions are communicated to appropriate personnel and recommendations for changes in preventative maintenance are communicated clearly. • Documentation is completed for the repair. 	<ul style="list-style-type: none"> • Tools required to perform repair, and/or where to obtain them. • How tools should work and be used. • Equipment reference materials. • Equipment and vendor terminology. • Safety procedures and personal protective equipment. • Repair procedures, disassembly, repair and reassembly procedures. • Safety checks and ability to perform test runs and postrepair tests. • Normal and abnormal equipment behavior and operation. • Documentation procedures. 	<ul style="list-style-type: none"> • Identifies relevant details, facts and specifications and follows set of instructions. • Identifies the problem, analyzes possible causes/reasons, and recommends action plan. • Identifies and corrects malfunctions/failures and evaluates performance of technology. • Acquires supplies and equipment and uses them in a safe and efficient manner. • Monitor personal performance (workmanship) and accept responsibility. • Summarize and translate mathematical data.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty D: Perform Outage & Power Quality Troubleshooting**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
D-10 Confirm power restoration	<ul style="list-style-type: none">• Equipment is observed to ensure it is operating properly.• Release procedure is implemented according to organization/employer's procedures.• All approvals are obtained before release/return to service.• Release approvals are properly documented.• System is started according to established procedures.• Appropriate maintenance personnel are informed of repair and follow-up required so it can be done by more than one person.	<ul style="list-style-type: none">• Proper operation of equipment.• Reliability issues.• Safety checks and ability to perform test runs.• Organization/employer's procedures regarding release/return to service.• Inspection and verification procedures.• Approval procedure(s).• Documentation procedure(s).	<ul style="list-style-type: none">• Monitor performance standards.• Follow-up on assigned key activities.• Identifies relevant details, facts, and specifications and follows set of instructions.• Documents causes/reasons, and recommends action plan.• Understands technology applications, manipulates technology for desired results and analyzes technology output.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty E: Install/Repair Overhead Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
E-3 Install pole	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• Installation schedule and procedures are established.• Pole location(s) is determine, holes dug, poles set to proper depth, and properly aligned.• Completed installation is reviewed for adherence to work procedures and established construction standards/requirements.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Electrical line construction, operations, maintenance and technical practices.• Using and maintaining lineman's tools and equipment.• Climbing structures and working at heights.• Occupational hazards and standard safety devices.• Fall protection equipment.• Documentation procedure(s).• Housekeeping procedures.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty E: Install/Repair Overhead Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
E-5 Climb utility poles & towers	<ul style="list-style-type: none">• Work is appropriately sequenced in accordance with job requirements.• Company/OSHA/WISHA policies and procedures for climbing gear are followed.• Equipment and tools needed to carry out the work are obtained in accordance with established procedures and checked for correct operation and safety.• Personal protective equipment, safety gear and clothing appropriate for the given job are selected.• Authorized and certified personnel locate bucket truck and operate aerial lift to successfully transport personnel.• Personnel using bucket wear appropriate safety gear, safety harness, and carry a hand line aloft.• Ground personnel stay clear of areas underneath the bucket, unless work dictates.	<ul style="list-style-type: none">• Functions of the climb.• Equipment operation and safety.• Climbing structures and working at heights.• Working safely and using safe work practices.• Occupational hazards and standard safety devices.• Bucket operation and safety concerns (e.g., high winds).• Fall protection equipment.	<ul style="list-style-type: none">• Manipulate technology for desired results.• Analyze situation and consider risks/implications.• Understand technology applications and follow proper procedures.• Monitor safe and efficient utilization of equipment, supplies.• Analyze system configuration/stability and recognize system strengths/limitations.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty E: Install/Repair Overhead Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
E-7 Install & wire transformers	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• Installation schedule and procedures are established.• Bucket and ground personnel work cooperatively to ensure safe installation procedures are followed.• Transformer is secured, new wire is pulled, and proper sag on the wire is set.• Completed installation is reviewed for adherence to work procedures and established construction standards/requirements.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Electrical line construction, operations, maintenance and technical practices.• Using and maintaining lineman's tools and equipment.• Climbing structures and working at heights.• Fall protection equipment.• Occupational hazards and standard safety devices.• Documentation procedure(s).• Housekeeping procedures.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty E: Install/Repair Overhead Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
E-9 Install specialized equipment (e.g., recloser, regulators, co-pastors)	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• Installation schedule and procedures are established.• Bucket and ground personnel work cooperatively to ensure safe installation procedures are followed.• The installation of recloser, regulators, and co-pastors is properly monitored to verify that installation meets organization/industry standards/regulations.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Electrical line construction, operations, maintenance and technical practices.• Using and maintaining lineman's tools and equipment.• Climbing structures and working at heights.• Fall protection equipment.• Occupational hazards and standard safety devices.• Documentation procedure(s).• Housekeeping procedures .	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty E: Install/Repair Overhead Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
E-10 Perform work with energized lines	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• Installation schedule and procedures are established.• Bucket and ground personnel work cooperatively to ensure safe installation procedures are followed.• While working with live cables, electrically insulated protective devices and tools are used to avoid electrocution.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Electrical line construction, operations, maintenance and technical practices.• Using and maintaining lineman's tools and equipment.• Climbing structures and working at heights.• Fall protection equipment.• Electrically insulated protective devices and tools.• Occupational hazards and standard safety devices.• Documentation procedure (s).• Housekeeping procedures.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty E: Install/Repair Overhead Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
E-12 Perform substation operations	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Starts on time, efficiently manages time, prioritizes daily tasks, and monitors adjust task sequence.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty E: Install/Repair Overhead Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
E-13 Perform switching order process	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Starts on time, efficiently manages time, prioritizes daily tasks, and monitors/adjust task sequence.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty F: Install/Repair Underground Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
F-2 Identify installation equipment	<ul style="list-style-type: none">• Parts and material components needed for repairs/replacement are properly identified including serial numbers and model numbers.• Parts and material listings are accurately created and the order is properly prepared and submitted.• All required paperwork is completed accurately and legibly.	<ul style="list-style-type: none">• Locating and identifying components and their serial and model numbers.• Reading parts catalogs and identifying correct parts for repair/replacement.• Documenting all information accurately.	<ul style="list-style-type: none">• Recognize details associated with system/equipment operation.• Relay parts information to parts and supplies vendor via phone, fax, or computer.• Record information and complete forms accurately.• Perform computerized data entry.
F-4 Identify underground safety hazards	<ul style="list-style-type: none">• All unsafe conditions are identified.• All technicians, operators and relevant personnel are notified of organization safety standards including OSHA/WISHA/OREGON OSHA.• Safety procedures/standards are properly documented.• Management is consulted to ensure organization procedures/standards are adequate and meet regulatory requirements.	<ul style="list-style-type: none">• Organization/OSHA/WISHA/OREGON OSHA requirements.• Identifying critical areas of job.• Recognizing unsafe conditions/practices.• Documentation of job safety procedures.• Working safety and using safe work practices.	<ul style="list-style-type: none">• Identify relevant details, facts and specifications, and follow a set of instructions.• Examine information/data for relevance and accuracy.• Comprehends written information for main ideas, interprets technical drawing to obtain factual information, determines what information is needed.• Use materials in a safe and efficient manner.• Records information accurately, prepares messages and writes concise safety procedures.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty F: Install/Repair Underground Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
F-8 Pull cables through conduit	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• The operation of pulling cable through the conduit is properly monitored to verify that installation meets organization/industry standards.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Operating cable pulling equipment.• Using and maintain lineman's tools and equipment.• Occupational hazards and standard safety devices.• Documentation procedure(s).• Housekeeping procedures .	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Starts on time, efficiently manages time, prioritizes daily tasks, and monitors/adjust task sequence.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Makes accurate measurements, applies computation skills, operates technical equipment to reach mathematical results.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty F: Install/Repair Underground Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
F-9 Install padmount equipment (e.g., junction boxes, switches)	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• The installation of pads and associated equipment (e.g., junction boxes, switches) is properly monitored to verify that installation meets organization/industry standards.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Operating cement/concrete making equipment.• Using and maintain lineman's tools and equipment.• Occupational hazards and standard safety devices.• Documentation procedure(s).• Housekeeping procedures.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Starts on time, efficiently manages time, prioritizes daily tasks, and monitors/adjust task sequence.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Makes accurate measurements, applies computation skills, operates technical equipment to reach mathematical results.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty F: Install/Repair Underground Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
F-10 Install cable termination	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• The operation of splicing cable and making necessary terminations is properly monitored to verify that installation meets organization/industry standards.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Using and maintain lineman's tools and equipment.• Occupational hazards and standard safety devices.• Documentation procedure(s).• Housekeeping procedures.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Starts on time, efficiently manages time, prioritizes daily tasks, and monitors/adjust task sequence.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Makes accurate measurements, applies computation skills, operates technical equipment to reach mathematical results.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty F: Install/Repair Underground Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
F-11 Splice cable(s)	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• The operation of splicing cable and making necessary terminations is properly monitored to verify that installation meets organization/industry standards.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Using and maintain lineman's tools and equipment.• Occupational hazards and standard safety devices.• Documentation procedure(s).• Housekeeping procedures.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Starts on time, efficiently manages time, prioritizes daily tasks, and monitors/adjust task sequence.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Makes accurate measurements, applies computation skills, operates technical equipment to reach mathematical results.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty F: Install/Repair Underground Service**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
F-12 Identify sight-specific cable	<ul style="list-style-type: none">• Appropriate personnel are consulted to ensure the work is coordinated effectively with others involved with the job.• Reference materials are consulted to accurately determine appropriate installation requirements/procedures, equipment and materials.• Tools, equipment and materials necessary to complete the work are obtained and transported in accordance with established procedures and checked against the job requirements.• Site is inspected and all potential problems, concerns, and scheduling factors are correctly identified.• Select and wear personal protective equipment, safety gear and clothing appropriate for the given job.• Organization/OSHA/WISHA/OREGON OSHA standards as they related to the industry for job-site safety are followed.• The operation of identifying sight-specific cable is monitored to verify that identification meets organization/industry standards.• Record of time, equipment and materials expended for the job are documented.• Work completion is notified in accordance with established organization procedures.• Housekeeping is performed when job is finished.	<ul style="list-style-type: none">• Sources of resource materials and ability to access them.• Standard tools, equipment and materials essential to assembly, maintenance and repair.• Site inspection procedures.• Scheduling of work.• Working safely and using safe work practices.• Using and maintain lineman/s tools and equipment.• Occupational hazards and standard safety devices.• Documentation procedure(s).• Housekeeping procedures.	<ul style="list-style-type: none">• Acquire and distribute materials and equipment and monitor safe and efficient use of materials.• Reads and interprets sketches, blueprints, technical manuals, and design specifications.• Uses appropriate materials and techniques as specified, understands technical words, follows written directions.• Monitors performance standards and follow up on assigned key activities.• Starts on time, efficiently manages time, prioritizes daily tasks, and monitors adjust task sequence.• Understands decision-making process, analyzes situation/information and considers risks and implications.• Makes accurate measurements, applies computation skills, operates technical equipment to reach mathematical results.• Uses materials in safe and efficient manner.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty G: Maintain Line Equipment & Tools**

TASK	Performance Criteria	Technical Knowledge of	SCANS Skills and
	How do we know when the task is performed well?	Skills, Abilities, Tools	Personal Qualities Foundational Abilities
G-1 Inspect/ Adjust airbrake switch	<ul style="list-style-type: none"> • Correct check lists are followed. • Proper tools are used and are tested to ensure they are accurate. • Deficiencies are detected. • Safety issues and premature failures are accurately identified. • Documentation is prepared and reported to the proper personnel. • Sources of information for inspection are properly identified and used. • Inspections are completed in a timely and efficient manner. 	<ul style="list-style-type: none"> • Equipment and components. • Safety issues related to operation of equipment. • Recognizing impending failure(s). • Making judgment call regarding condition of equipment/ component(s). • Terminology. • Using checklists. • How to locate information related to the inspection. 	<ul style="list-style-type: none"> • Monitors system performance, trouble-shoots malfunction/failure and analyzes system operation. • Follows procedures and pays attention to details. • Understand technology applications. • Identifies relevant details, facts, specifications, follows set of instructions.
G-2 Conduct substation inspection	<ul style="list-style-type: none"> • Observations are collected at appropriate intervals. • Information collected is thorough and detailed. • Observations are recorded accurately and completely. • OSHA, WISHA/OREGON OSHA, and organization procedures are followed. • Observations are made and documented according to standard procedures. 	<ul style="list-style-type: none"> • Government, client, organization protocols and procedures. • Standard methods of observation and recording. • Using equipment appropriate to the inspection. • Basic survey methods and ability to apply them. 	<ul style="list-style-type: none"> • Follows procedures and pays attention to details. • Understand technology applications. • Identifies relevant details, facts, specifications, follows set of instructions. • Selects data relevant to the task, identifies data and predicts outcomes. • Records information accurately.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty H: Maintain Records/Documentation**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
H-2 Complete/Modify work order (e.g., as-built, material)	<ul style="list-style-type: none">• Equipment data has been accurately entered including model, machine, component serial numbers, and operation hours.• Safety and maintenance items are completely recorded.• Recommended repairs completed are documented.• Maintenance and repair items are accurately recorded and addressed.• Equipment and machine supplies used for repair are properly accounted for and recorded.• Documentation is kept in accordance with organization policies and regulations.	<ul style="list-style-type: none">• Information required on work order.• Where to locate information required for work order.• Service pricing guides and their function.• Recording information accurately and legibly.• Documentation procedures.• Organization policies and regulations regarding recordkeeping.	<ul style="list-style-type: none">• Identify and obtain data relevant to task.• Interpret symbols, diagrams, schematics, and analyze application.• Identify relevant details, facts, and specifications, and follow a set of instructions.• Describe repair work clearly in written form for future reference.• Use computer or data entry system.
H-3 Prepare material issue sheets (e.g., in/out, salvage)	<ul style="list-style-type: none">• Information is validated to ensure accuracy.• Report is written in clear and concise language.• Material is presented in an organized, understandable format.• Writing follows appropriate format to meet organization/employer's requirements.• Report is submitted to appropriate parties in a timely manner.	<ul style="list-style-type: none">• Normal data parameters.• Purpose of the report and its audience.• Organization/employer's policy regarding report development.• Organization or employer's standard procedures and formats for reporting and submitting.	<ul style="list-style-type: none">• Interprets information, prepares basic summaries, prepares basic reports and selects methods of communication.• Uses logic to draw conclusions based on performance standards.• Responds to verbal and nonverbal communication and confirms information.• Uses computer and integrated software.
H-8 Complete meter tickets (remove/installation)	<ul style="list-style-type: none">• Data has been accurately entered including model, machine, component serial numbers, and operation hours.• Safety and maintenance items are completely recorded.• Equipment, materials and supplies used are properly accounted for and recorded.• Documentation is kept in accordance with organization policies and regulations.• Work completion is notified in accordance with established procedures.	<ul style="list-style-type: none">• Information required on completion form(s).• Where to locate information required for completion ticket.• Recording information accurately and legibly.• Documentation procedures.• Organization policies and regulations regarding recordkeeping.	<ul style="list-style-type: none">• Identify and obtain data relevant to task.• Interpret symbols, diagrams, schematics, and analyze application.• Identify relevant details, facts, and specifications, and follow a set of instructions.• Describe installation work clearly in written form for future reference.• Comprehends written information for main ideas, interprets technical information, determines what information is needed.

Occupation Cluster: **Lineman**

Function or Job Duty: **Duty H: Maintain Records/Documentation**

TASK	Performance Criteria How do we know when the task is performed well?	Technical Knowledge of Skills, Abilities, Tools	SCANS Skills and Personal Qualities Foundational Abilities
H-9 Complete transformer tickets (remove/installation)	<ul style="list-style-type: none"> Data has been accurately entered including model, machine, component serial numbers, and operation hours. Safety and maintenance items are completely recorded. Recommended transformer installation/removal are documented. Equipment, materials and supplies used for the installation/removal are properly accounted for and recorded. Documentation is kept in accordance with organization policies and regulations. Work completion is notified in accordance with established procedures. 	<ul style="list-style-type: none"> Information required on completion form(s). Where to locate information required for completion ticket. Recording information accurately and legibly. Documentation procedures. Organization policies and regulations regarding recordkeeping. 	<ul style="list-style-type: none"> Identify and obtain data relevant to task. Interpret symbols, diagrams, schematics, and analyze application. Identify relevant details, facts, and specifications, and follow a set of instructions. Describe installation work clearly in written form for future reference. Comprehends written information for main ideas, interprets technical information, determines what information is needed.
H-10 Complete special equipment tickets (e.g., recloser, regulators, co-pastors)	<ul style="list-style-type: none"> All worn, damaged, and subsequently damaged parts are identified. Parts and supplies needed for installation/repair are properly identified including serial numbers and model numbers, where applicable. Parts list is accurately created and the order is submitted for approval. Parts warranty is correctly identified, where applicable. All required paperwork is completed accurately and legibly. 	<ul style="list-style-type: none"> Parts/supplies terminology. Locating and identifying parts and their serial and model numbers. Reading parts catalogs and identifying correct parts/supplies for maintenance. Documentation procedures. Identifying and defining warranty information. 	<ul style="list-style-type: none"> Understands details associated with system operation. Follows procedures and pays attention to detail. Record information and complete forms accurately. Follow policies/procedures. Data entry and uses multiple integrated software and networks.
H-11 Complete service orders (e.g., collects/disconnects)	<ul style="list-style-type: none"> Equipment data has been accurately entered including model, machine, component serial numbers, and operation hours. Safety and maintenance items are completely recorded. Recommended repairs completed are documented. Maintenance and repair items are accurately recorded and addressed. Equipment and machine supplies used for repair are properly accounted for and recorded. Documentation is kept in accordance with organization policies and regulations. 	<ul style="list-style-type: none"> Information required on work order. Where to locate information required for work order. Service pricing guides and their function. Recording information accurately and legibly. Documentation procedures. Organization policies and regulations regarding recordkeeping. 	<ul style="list-style-type: none"> Identify and obtain data relevant to task. Interpret symbols, diagrams, schematics, and analyze application. Identify relevant details, facts, and specifications, and follow a set of instructions. Describe repair work clearly in written form for future reference. Use computer or data entry system.

SCANS SURVEY RESULTS FOR LINEMAN

Foundation Skills and Personal Qualities	0	1	2	Critical Competencies	
	3	4	5		
Basic Skills					
Demonstrates Effective Reading Strategies					Selects and identifies information and follows a set of instructions
Demonstrates Effective Writing Strategies					Accurately records information, prepares documents/messages, and summarizes information
Applies Arithmetic Processes					Performs basic computations, performs/interprets measurements and analyzes numerical data
Applies Mathematics Processes					Summarizes mathematical data and records results
Demonstrates Effective Listening Skills					Responds to verbal/nonverbal communication and interprets and confirms information
Demonstrates Effective Speaking Skills					Presents basic ideas, explains concepts and actively participates in discussion
Thinking Skills					
Applies Creative Thinking/Generates Ideas					Demonstrates creative thinking process while problem solving
Applies Decision Making Strategies					Analyzes situations and information, considers risks, compiles alternative solutions
Recognizes and Solves Problems					Identifies problems, analyzes possible causes and generates solutions
Demonstrates Visualization					Visually analyzes relationship between parts/whole and interprets symbols, charts and pictures
Knows How to Learn					Draws upon experience and prior knowledge, interprets and applies new knowledge and experience
Applies Reasoning Skills					Applies rules/principles to process and uses logic to draw conclusions
Personal Qualities					
Demonstrates Responsibility					Performs assigned tasks, follows policies/procedures, and works with minimal supervision
Demonstrates Belief in Self Worth					Identifies own skills and abilities, defends own beliefs and viewpoints, values own individually
Demonstrates Sociability in Groups					Responds appropriately to others, modifies behavior to environment and shows empathy for others
Demonstrates Self Management					Identifies own strengths and limitations, maintains self-control, responsible for own behavior and applies self-management skills
Demonstrates Integrity/Honesty					Demonstrates honesty and trustworthiness and accepts responsibility for own behavior

Rankings are averaged.

- 0 = Not Important
- 1 = Somewhat Important
- 2 = Moderately Important
- 3 = Important
- 4 = Very Important
- 5 = Critical

118 SKILL STANDARDS FOR ENERGY INDUSTRY

Foundation Skills and Personal Qualities	0	1	2			Critical Competencies
	3	4	5			
Management of Time and Resources						
Manages Time						<i>Efficiently manages time, adjusts schedule as required by supervisor and prioritizes daily tasks</i>
Manages Money						<i>Not applicable</i>
Manages Materials/Facilities						<i>Orders and maintains inventory and monitors safe and efficient use of materials</i>
Manages Human Resources						<i>Assesses individual skills, determines work load and monitors work assignments</i>
Management and Use of Information						
Acquires/Evaluates Information						<i>Selects and obtains information relevant to the task</i>
Organizes/Maintains Information						<i>Interprets information and applies processes to new information</i>
Interprets/Communicates Information						<i>Interprets information and selects methods of communication</i>
Uses Computers to Process Information						<i>Uses integrated software, locates and retrieves stored information and interprets data</i>
Interpersonal Skills						
Participates as Team Member						<i>Demonstrates commitment, identifies with the team, obeys team rules, assists team members</i>
Teaches Others						<i>Conducts task-specific training, coaches others and provides constructive feedback</i>
Serves Customers						<i>Recognizes, analyzes and responds to customer needs, obtains additional resources to meet customer needs</i>
Exhibits Leadership						<i>Leads by example and demonstrates commitment to excellence</i>
Negotiates Agreements						<i>Moderates discussion, demonstrates composure, and interprets complaints/concerns</i>
Works with Diversity						<i>Recognizes differences, respects rights of others, supports correct course of action</i>
Understanding and Management of Systems						
Understands System						<i>Understands the system/hierarchy and follows processes and procedures</i>
Monitors/Corrects System Performance						<i>Adjusts and monitors system operation and troubleshoots system malfunction(s)</i>
Improves/Designs Systems						<i>Identifies needed systematic improvements and suggests system modifications/improvements</i>
Use of Technology						
Selected Appropriate Technology						<i>Understands the requirements of the task and technological results and proposes simple technological solutions</i>
Applies Technology to Task						<i>Understands technology applications and applies appropriate technologies</i>
Maintains/Troubleshoots Technology						<i>Follows specified maintenance, identifies and troubleshoots malfunctions and failures</i>

Rankings are averaged.

- 0 = Not Important
- 1 = Somewhat Important
- 2 = Moderately Important
- 3 = Important
- 4 = Very Important
- 5 = Critical