

Utility Workforce Planning Network



Ensuring a skilled utility workforce for the future



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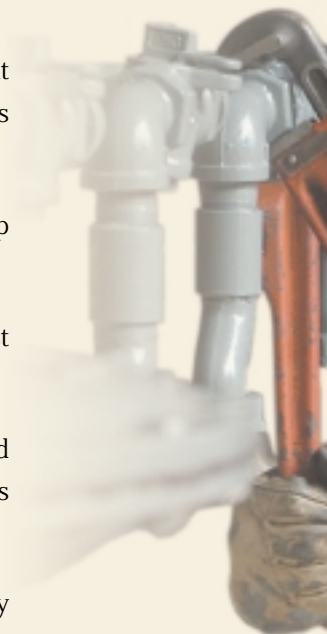
ACROSS THE NATION, MANY ELECTRIC AND NATURAL GAS UTILITY EMPLOYEES ARE NEARING RETIREMENT AGE. COMPANIES ARE ENCOUNTERING DIFFICULTY RECRUITING SKILLED AND CRAFT EMPLOYEES. MAJOR SHORTAGES IN KEY JOB SECTORS ARE EXPECTED WITHIN FIVE YEARS.

In response to this potential crisis, more than 50 industry leaders representing electric and natural gas utilities and their associations worked with the Utility Business Education Coalition to create the Utility Workforce Planning Network. Founded in 2004 as an industry workforce development solution, the Network engages utilities and other partners in strategic, unified and results-oriented efforts to ensure a skilled workforce to meet future industry needs.

The Network is addressing key issues by:

- Developing the *Centers of Excellence* model partnerships initiative with community colleges, high schools and workforce investment boards to create and enhance training programs for utility careers.
- Engaging utility companies and educators in developing model curricula for utility training programs with high schools, community colleges and technical schools
- Addressing basic academic and employability skills gaps that exclude a large and growing number of potential workers from skilled utility jobs.
- Providing a communications outreach program to keep utilities informed about workforce issues.
- Developing an electronic clearinghouse to exchange best practices and proven solutions
- Building partnerships with federal agencies, affiliated organizations, workforce agencies, educators, business groups and unions.
- Conducting research to help identify and clarify industry skilled worker gaps and analyzing the data to guide Network initiatives.
- Leveraging industry investments with other resources to accelerate progress toward key goals.

Faced with an aging workforce, utilities are joining forces to recruit and train new employees to fill skilled worker gaps.



Across the United States, investor-owned, public, co-op electric and natural gas utilities are joining forces through the Network to align and leverage industry efforts and resources to ensure a skilled workforce to meet

the future needs of their companies. They are working as a dedicated team of industry human resources, operating and community affairs executives. This strategic approach will effectively create awareness and interest in utility

careers, provide the academic and technical skill development necessary for our high skilled workforce, and help local companies recruit and retain qualified employees as their workforce retires.

The results of Network efforts to date are significant, but much remains to be accomplished. Utilities across America are encouraged to take advantage of this important industry initiative by becoming a member of the Network and participating in the development and implementation of critical workforce solutions. An important first step is the designation of a senior manager to become a member of one of the Network's four standing committees:

Education and Training Committee: Responsible for the *Centers of Excellence* initiative, curriculum development, basic skills development and non-traditional worker development.

Marketing and Communications Committee: Responsible for recruitment, industry branding, clearinghouse development, best practice exchange and industry outreach.

Governance and Management Committee: Responsible for Network membership, strategic planning, workforce planning process model development and research.

National Partnerships Committee: Responsible for developing links with national/regional partners, federal agencies, the public workforce system, national education/training groups, unions and other partners.

"The Utility Workforce Planning Network is a powerful tool for our industry. I am confident it will play a vital role in supporting the workforce development needs of electric and natural gas companies across the country."

W. PAUL BOWERS
PRESIDENT, SOUTHERN COMPANY GENERATION
CHAIRMAN, UTILITY BUSINESS EDUCATION COALITION

"The Network offers the exciting prospect of helping PSEG recruit and train the next generation of utility employees. It offers all utilities the opportunity to share successes, learn from the experiences of others and develop and implement solutions to meet our skilled and craft labor needs."

DANA DEYOUNG
DIRECTOR, TALENT MANAGEMENT, PSEG



"The Network provides a platform to inform today's youth about career opportunities in the utility industry and the technical skills required for success. At the same time, this initiative allows us to reach out to companies nationwide and develop common solutions to our critical workforce development needs."

JOSEPH SWOPE
MANAGER, UTILITIES COMMUNICATIONS
UGI UTILITIES, INC.



*N*etwork Membership

Network members represent all facets of the electric and natural gas utility industry, including investor-owned, public and co-operative companies. The diversity of the membership ensures that the broad needs of the industry are addressed in the development of the Network work plan. To learn more about Network Membership and how your utility can join, visit our website at www.ubec.org. A membership application is available on-line.



Benefits of Membership:

- **Members contribute to the direction and content of Network initiatives.**
- **Members have access to proven solutions being utilized by other companies.**
- **Members can participate in pilot programs and research efforts.**
- **Members save time and resources by leveraging best practices and model programs.**
- **Members are provided a valuable forum for networking with industry peers.**

*T*he Network's Management

The Network is managed by the Utility Business Education Coalition, a CEO-driven, 501(c)(3) organization established in 1995 to advance electric and natural gas utility workforce development as a business imperative.

UBEC has a proven track record of building bridges between the utility industry, education and other employers and has worked with more than 70 sites in 23 states to build employer and educator cooperation in developing local workforce development initiatives and create public awareness for the need for skilled, technical workers.

In 2003, UBEC research found that industry leaders were increasingly concerned about aging workforce issues and a growing shortage of skilled entry-level employees. Following consultations with industry leaders, the UBEC Board concluded that these challenges required a strategic approach that actively involved all segments of the industry in a coordinated, results-oriented action plan. For the past two years, UBEC has worked with the industry's trade associations, industry human resource, operating and community affairs leaders and other partners to develop the Network as a strategic industry initiative.



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For more information visit: www.ubec.org

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