

Interstate Municipal Gas Agency The Status of the Aging Workforce in the Utility Industry

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Associated

➤ Mutual Insurance Company.

Electric

➤ Created by the Natural Gas Industry in the mid 1970s.

Gas

➤ Risk Management.

Insurance

Services, Inc.

**Protect Life
Then Property!**

2023 Survey – Center for Energy Workforce Development

Sample size represented 315,000 jobs

- Key Findings

- New Challenge of Developing a Younger Workforce
- Emerging Technology Jobs Show Significant Growth
- Non-retirement Attrition is Higher Post-COVID
- Relatively High Adoption of Diversity Equity & Inclusion Practices

New Challenge of Developing a Younger Workforce

- 2006 - shows a consistent progressions towards a younger workforce
- 56% < 10 years experience
- Over 60% of Engineers and Line workers have less than 10 years experience
- CEWD suggests adjusting focus to training instead of recruiting

“For 42 years I’ve been making small regular deposits in this bank of **experience, education, and training**. On January 15 the balance was sufficient so I could make a very large withdrawal.”



“We don’t rise to the occasion.....We fall back to our highest level of training”

Emerging Technology Jobs Growth

- 2023 was the first year that Emerging Technology was in survey
- Defined as Renewables, AI applications, electric vehicle, etc
- Only 2.6% of jobs
- 4X growth from 2021-2023
- Future job projections
 - Decline in fossil fuel related jobs
 - Increase in emerging technology jobs

2023 Good Neighbor Plan

- March 15, 2023, EPA released the final “Good Neighbor Plan” to require upwind states to reduce emissions of nitrogen oxide (NOx) from electric generating units and certain industrial sources.
- The Rule requires 22 states to reduce emissions from fossil fuel-fired power plants and industrial sources.

Midcontinent Independent System Operator (MISO)

- MISO is responsible for managing the electricity grid in the Midwest
- MISO projects that the shutdown of coal-fueled generating capacity outpaces replacement, leaving a gap.
- From 2023 to 2030 80GW of coal generation in US is set to retire with 10.5GW expected to be converted to natural gas. (Institute for Energy Economics and Financial Analysis)
- While renewables and batteries play a crucial role in making up this generation shortfall, natural gas units provide essential grid attributes such as dispatchable generation and voltage support
- Challenges associated with increased reliance on natural gas:
 - Gas supply must align with demand, which can be precarious during extreme weather events.
 - Gas supply disruptions or price fluctuations can impact grid reliability.
 - Gas infrastructure projects face many challenges

The power industry and MISO need to balance grid reliability, environmental concerns, and technology development. Innovation and collaboration will be needed to face the challenges ahead.

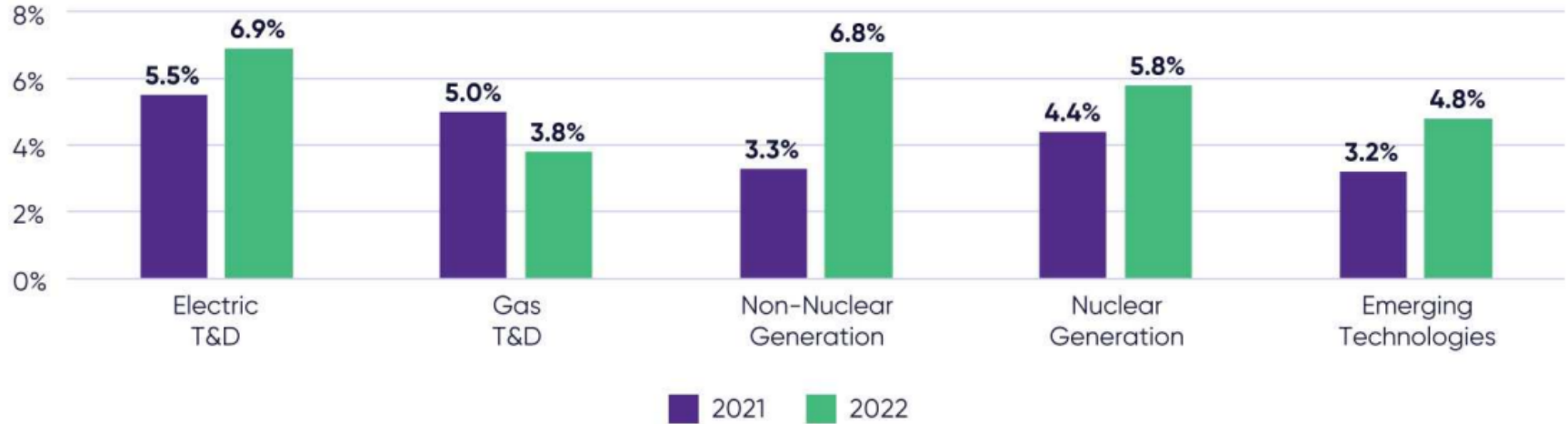
Non-retirement Attrition Rate

Total Attrition vs. Total Hires - All Companies



Non-retirement Attrition Rate

Non-Retirement Attrition by Function



Non-retirement Attrition Rate - Concerns

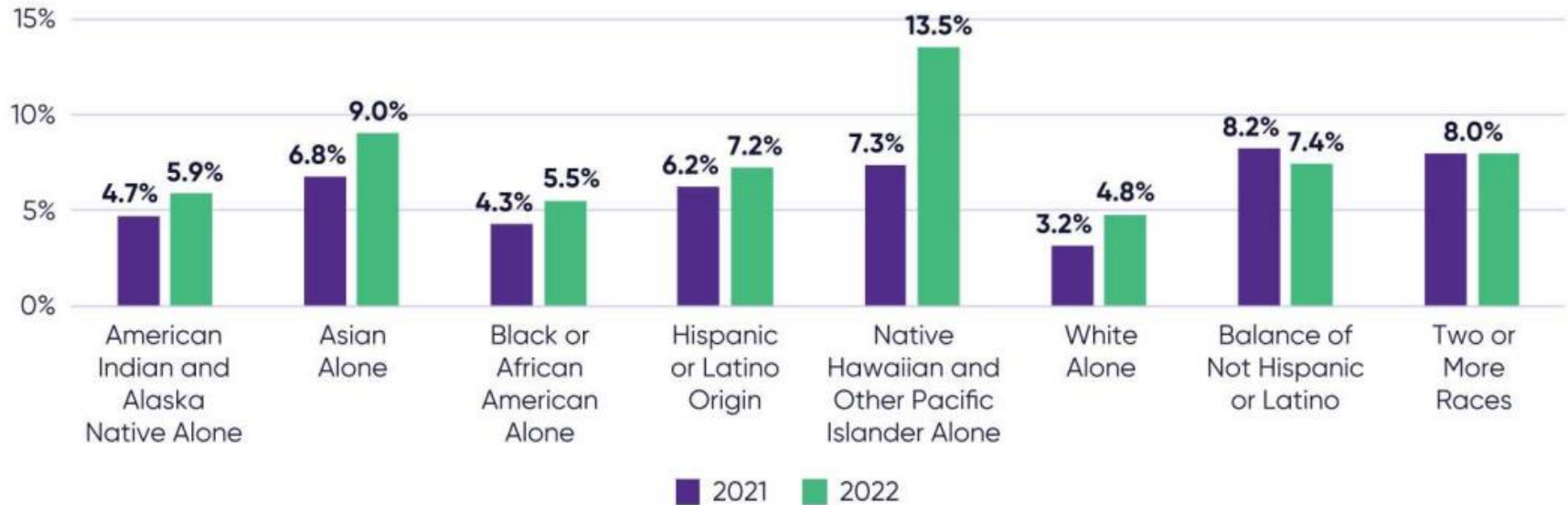
- Training becomes more important
- Flexibility in working may be needed and allows further recruiting
- Employee expectations may require that more emphasis be placed on health and wellness
- Continuing trend = more focus on retention

Trends in Diversity Equity & Inclusion

- Larger companies (2,500 or more employees) had a higher rate of DE&I practices
- Companies with established DE&I leaders had higher rate of DE&I practices
- Companies with nuclear operations had higher rate of DE&I practices
- 25% of current workforce is female, up from 22%
- 23% of current workforce identifies as racial/ethnic identity, down from 24%
- Veteran's represent 11% of the workforce in 2023 up from 8%

Trends in DE&I

Non-Retirement Attrition by Ethnicity



In Conclusion.....

- No easy answers
- Share and Listen
- Participate

Questions??

Thank You!

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