

Powering Lives. Powering Futures.

Putting People to Work in the Energy Sector

The energy industry powers life. Business, education, healthcare, travel, and even many of our favorite pastimes are made possible by the energy industry. Its professionals are problem solvers and critical thinkers who serve on the front lines of the country's clean energy transition. They are first responders who rebuild infrastructure and restore power following storms and natural disasters. They protect and maintain the electric grid and gas pipelines essential to the way we live. These men and women are highly trained, highly skilled, and in high-demand.

Energy Industry Careers

There are more than **100 career specialties** in the energy sector. Some of these include:

- Lineworkers
- Engineers
- Plant Operators
- Environmental Stewardship Managers
- Technicians
- Welders and Pipefitters
- Accountants
- Chemists
- Mechanics
- Safety Managers
- Project Managers
- ...And many more

The Energy Industry's **WORKFORCE CHALLENGES**

The industry expects to fill hundreds of thousands of positions in the next few years. Industry growth, retirement by tenured employees, and traditional attrition are opening doors for a new workforce seeking stable employment in an essential industry that offers training, mentoring, and on-the-job professional development experiences.

Some of the industry's most significant workforce-focused challenges include:

- Widening skill gap for the incoming and incumbent industry workforce
- Smarter grid technology requiring more people with different skill sets to research, design, build, and protect the new technologies
- A retiring workforce, with retirements forecasted at over 2% a year for the next 10 years
- Significant need for Lineworkers, Technicians, Plant/Field Operators, and Engineers, positions that comprise 45% of the workforce and are essential for the generation, transmission, and distribution of electricity and natural gas across the country

HOW THE INDUSTRY IS RESPONDING

Energy professionals have been working together through the Center for Energy Workforce Development (CEWD) for more than a decade to attract, train, and retain a diverse, skilled workforce. CEWD is a non-profit organization driven by more than 130 electric, natural gas, nuclear, and renewable energy companies, eight trade associations — including



— and large contractors, and unions. CEWD unites strategists from industry, education, government, and communities to ensure the industry is powered by a workforce that will make the energy grid and gas pipelines stronger, more reliable, and more secure.

Through CEWD's leadership, the industry has accomplished a great deal and will continue to drive progress by:

- Strengthening awareness and promoting the merits of 21st century clean energy careers
- Building effective partnerships that will support a more diverse workforce
- Prioritizing training and upskilling to ensure employees are prepared for increasingly technical and dynamic energy careers and knowledge transfer from a retiring workforce
- Increasing employment of veterans in the industry
- Supporting state consortia and sector partnerships to balance workforce supply and demand and build the needed talent pipeline
- Advocating for federal and state policies that support workforce development needs, including the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) and adoption of academic curriculum to implement energy career pathways

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 @GetIntoEnergy



FAST FACTS

about Energy Industry Employment

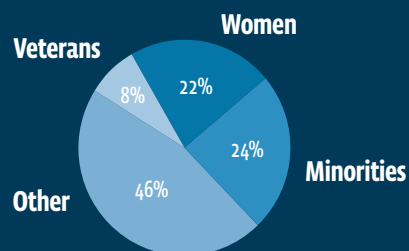
Earning Potential

Average compensation for key industry jobs is

\$75,000

Many pay much more.

Electric & Natural Gas Utilities Workforce Composition



Average Tenure

15 YEARS

Energy Industry Professionals



Powering Life.
Powering the Future.
Powering America.