It’s not your Father’s Industry!

Jim Hunter

Director IBEW Utility Department
The IBEW represents 720,000 members in the U.S. and Canada.

Electricians, Utility, Telecommunication, Government, Railroad and Broadcast.

220,000 members in Electric, Gas & Water Utilities
We see the companies from the inside.

40 year veterans retiring cannot be replaced with a new hire.

It takes 4 to 5 years to train someone to be a line-worker.

Smart Grid will require additional skills.
A major issue is the ageing workforce

We worked on the National Commission on Energy Policy’s (NCEP) report
The NCEP report deals with 3 issues:

1. The current workforce: 120,000 to 160,000 need to be replaced by 2013! Most utility companies have a hiring freeze on today. The transfer of knowledge is critical.

2. Construction workforce needed to build new infrastructure: 81,000 to 136,000 by 2022.

3. People to operate and maintain the new facilities: 53,500 to 105,000 by 2030.
We are trying to create national standards for our industry and regional training centers.
Attracting people to our industry is important.

These are good paying, secure careers with benefits.

The jobs are changing and they are demanding new skills but the important issue today is filling the employment pipeline.