



High performance. Delivered.

Changing Workforce Trends

May 30, 2005

Macro Trends



Employee Exodus

“In the next 7 years, the number of US workers between ages 55-64 will grow 51% to 25 million....about **half the country’s 400,000 electric utility workers ...will be eligible to retire in the next five years.**”¹ – *Wall Street Journal*

Shrinking Labour Pool

“The pool is getting smaller, the environment tougher and with reputation as an issue, **utilities are increasingly at a disadvantage to get the best students.**”² – *IEEE Power Engineering Society*

Generation Y Influx

“We are willing and **not afraid to challenge the status quo.** An environment where creativity and independent thinking are looked upon as a positive and is appealing to people my age. **We're very independent and tech savvy.**”³ – *Generation Y Employee, USA Today*

What is the Potential Impact?



- Lost knowledge and experience
- Increased cost
- Decreased productivity
- Increased safety risk

How do we Address the Opportunity?



Knowledge Solutions
“Keep and Share Knowledge”

Talent Solutions
“Grow Our People”

Service Delivery Solutions
“Do More With Less”

Talent Solutions Focused on Women

