

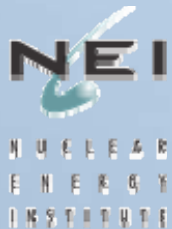
Waste Management 2008

Carol L. Berrigan

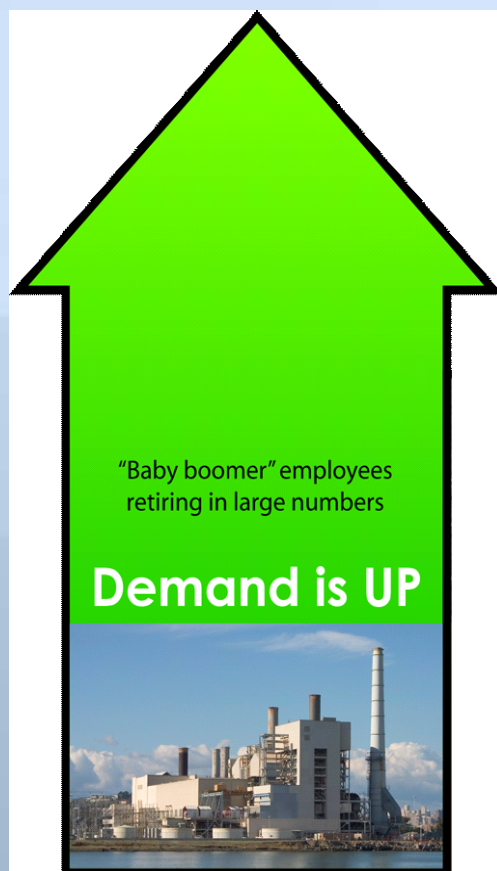
Sr. Director, Industry Infrastructure

Nuclear Energy Institute

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The need for skilled, well educated workers is growing



Aging workforce - at least half the technical workforce in the energy industry will reach retirement age in 5-10 years

Aging infrastructure – will require new construction to meet energy demands

But there are not enough skilled workers to fill the jobs

Inadequate skills - Pass rates on EEI pre-employment tests are dismal

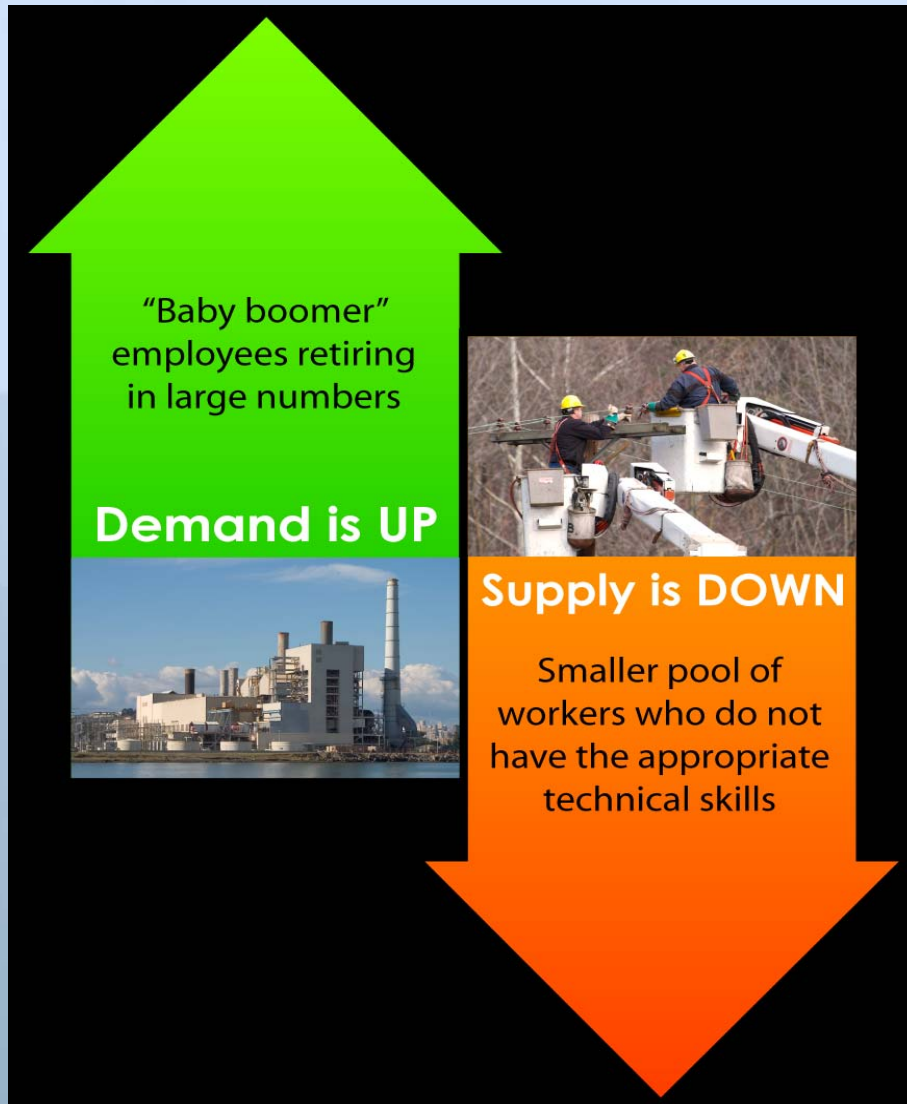
Inadequate numbers – fewer students taking career and technical courses and entering skilled trades and engineering



Supply is DOWN

Smaller pool of workers who do not have the appropriate technical skills

The Problem



Simply put, the demand for workers in the energy field over the next 10 years far exceeds the current supply.

Framework for Ensuring a Future Energy Workforce

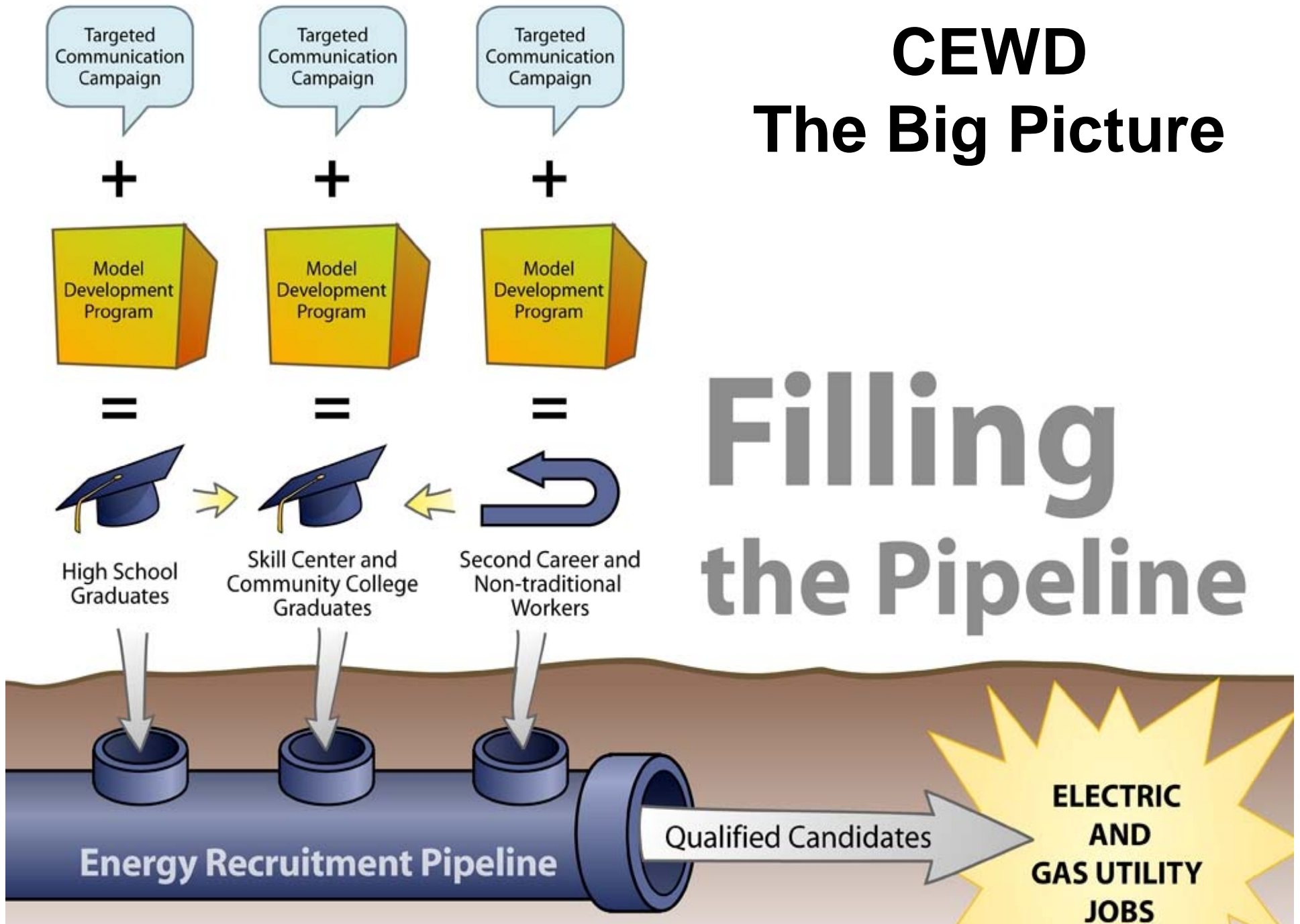
- Bring Awareness of Future Labor Shortages
- Form Strategic Partnerships to Address Labor Issues and Policies
- Increase Energy Career Visibility
- Grow our Talent: The Education Continuum
- Increase Engagement & Retention
- Transitioning Skills

The Center for Energy Workforce Development (CEWD)

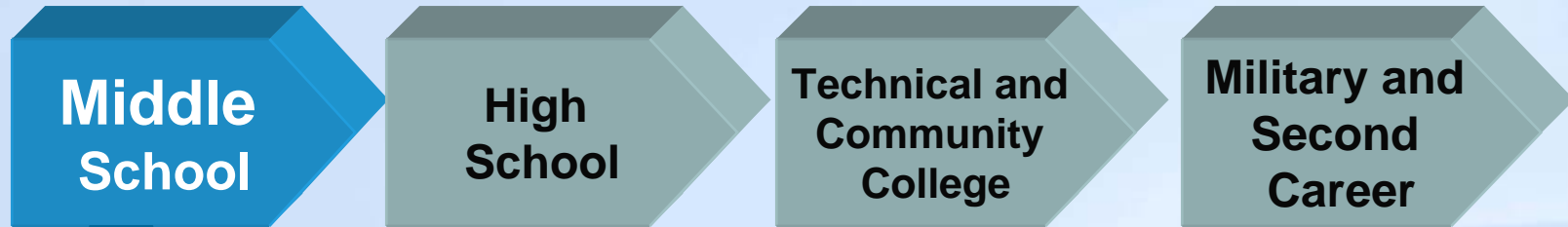
- Formed in March 2006 as a 501c3 corporation
- Partnership between EEI, NEI, AGA, and NRECA with utility membership
- Teaming to create workable solutions
 - Educational institutions
 - Public workforce system
 - Other key stakeholders



CEWD The Big Picture



The Education Continuum

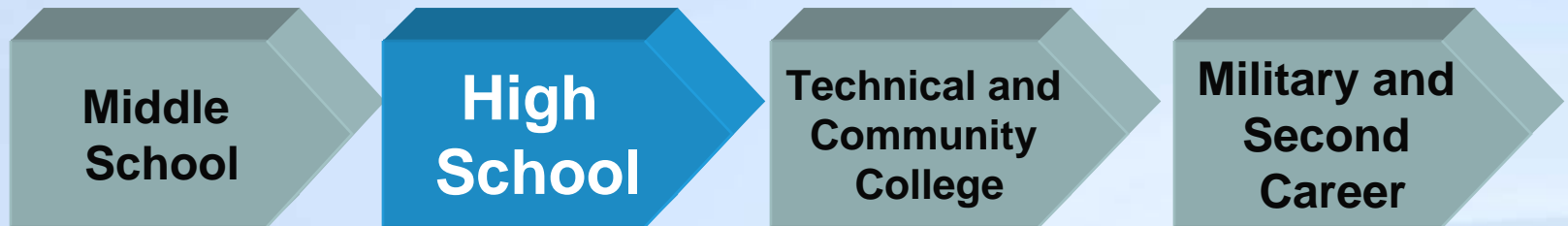


Focus Career Exploration

- Summer Camp
- Lego League
- Career Choices
- Science Fairs
- Career Day



The Education Continuum



Focus
Work Readiness and
Skill Building



- Career and Tech Ed. Majors
- Career Academies
- Summer Academies
- Boy Scout merit badges
- Robotics Competitions
- Science Fairs

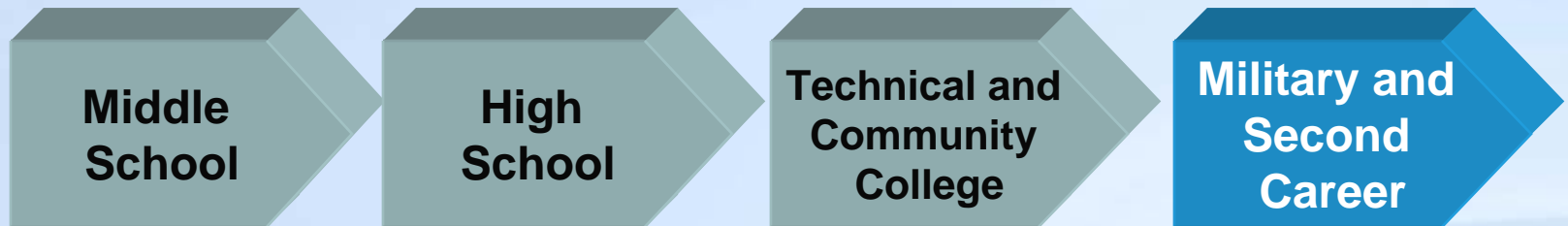
The Education Continuum



Focus Specific Career Skills

- Boot Camps
- Regional Skill Centers
- Associate Degrees
- Common Curriculum
- Partnerships for hands on training

The Education Continuum



Focus
Transition Skills

- Job Corp
- Helmets to Hard Hats
- Career Transition Office training support

Increasing Employee Retention and Engagement

- U.S. Women in Nuclear
 - Nearly 2500 women and men
 - Professional development programming
 - Community outreach
- North American Young Generation in Nuclear
 - Roughly 3200 members
 - Professional development opportunities
 - Networking opportunities
- NEI Employee Retention Study and Toolkit



Workforce Development

- Sponsor regional forums
- Refine and finalize the definition of skills necessary for success
- Identify model processes and developing solution guides
- Develop final staffing report
- Communicate funding opportunities

Questions?

- For more information, contact:

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