Iowa Utility Association

- Alliant Energy (IP&L)
- Aquila, Inc.
- MidAmerican Energy Company
- Atmos Energy
- FPL Energy – Duane Arnold Energy Center
Iowa Mirrors the Nation

- Our workers are getting older.
- The demand for skilled workers is increasing.
- The current available supply in many areas is decreasing.
General Characteristics of Iowa’s Workforce

- 15% of Iowa’s total workforce is 55 and older.
- 4% of Iowa’s total workforce is 65 and older.
- 20% of Iowa’s utility workforce is 55 and older.
Iowa’s “Hot Jobs” – % Annual Growth 2004-2014

- Electrical Engineers 1.6%
- Chemical Engineers 1.6%
- Computer Software Engineers -
  - Applications 4.8%
  - Systems Software 4.7%
- Civil Engineers 1.4%
- Mechanical Engineers 2.1%
Iowa’s Aging Electrical Workforce

<table>
<thead>
<tr>
<th>CEWD Job Categories</th>
<th>Demographics - Age 48-57 with 21+ Years of Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Line Workers</td>
<td>30%</td>
</tr>
<tr>
<td>Power Plant Operators</td>
<td>23%</td>
</tr>
<tr>
<td>Maintenance &amp; Repair (T&amp;D)</td>
<td>38%</td>
</tr>
<tr>
<td>Maintenance &amp; Repair (Generation)</td>
<td>35%</td>
</tr>
<tr>
<td>Pipefitters &amp; Pipelayers (T&amp;D)</td>
<td>32%</td>
</tr>
<tr>
<td>Power Engineers (Company-wide)</td>
<td>18%</td>
</tr>
<tr>
<td>All Other Engineers (Company-wide)</td>
<td>22%</td>
</tr>
</tbody>
</table>
Workers Needed in Traditional Areas

- Supply
- Delivery Services
- Risk Management
- Safety
- Energy Supply Management
- Human Resources
- IT
- Finance
- Legal
- Procurement
Skilled “Green” Workers Needed!

- Environmental education
- Renewable energy training
- Energy conservation knowledge
Utilities Are Addressing Workforce Issues

- Assessing workforce.
- Identifying aging workforce risks and gaps.
- Looking at internal improvements to transfer knowledge.
- Finding ways to improve employee productivity via technology.
Utilities Are Building Partnerships

- Working with CEWD.
- Building relationships with universities and community colleges.
- Scholarships and internships.
- Partnering with community organizations to build awareness.
Utilities Are Creating Career Awareness

- Working with schools to generate interest in industry.
- Encouraging youths to consider careers in the energy industry.
- Participating in career fairs and career exploration programs.
Let’s work together to meet Iowa’s workforce challenges!