

The Future Power Engineering Work Force

Carol L. Berrigan

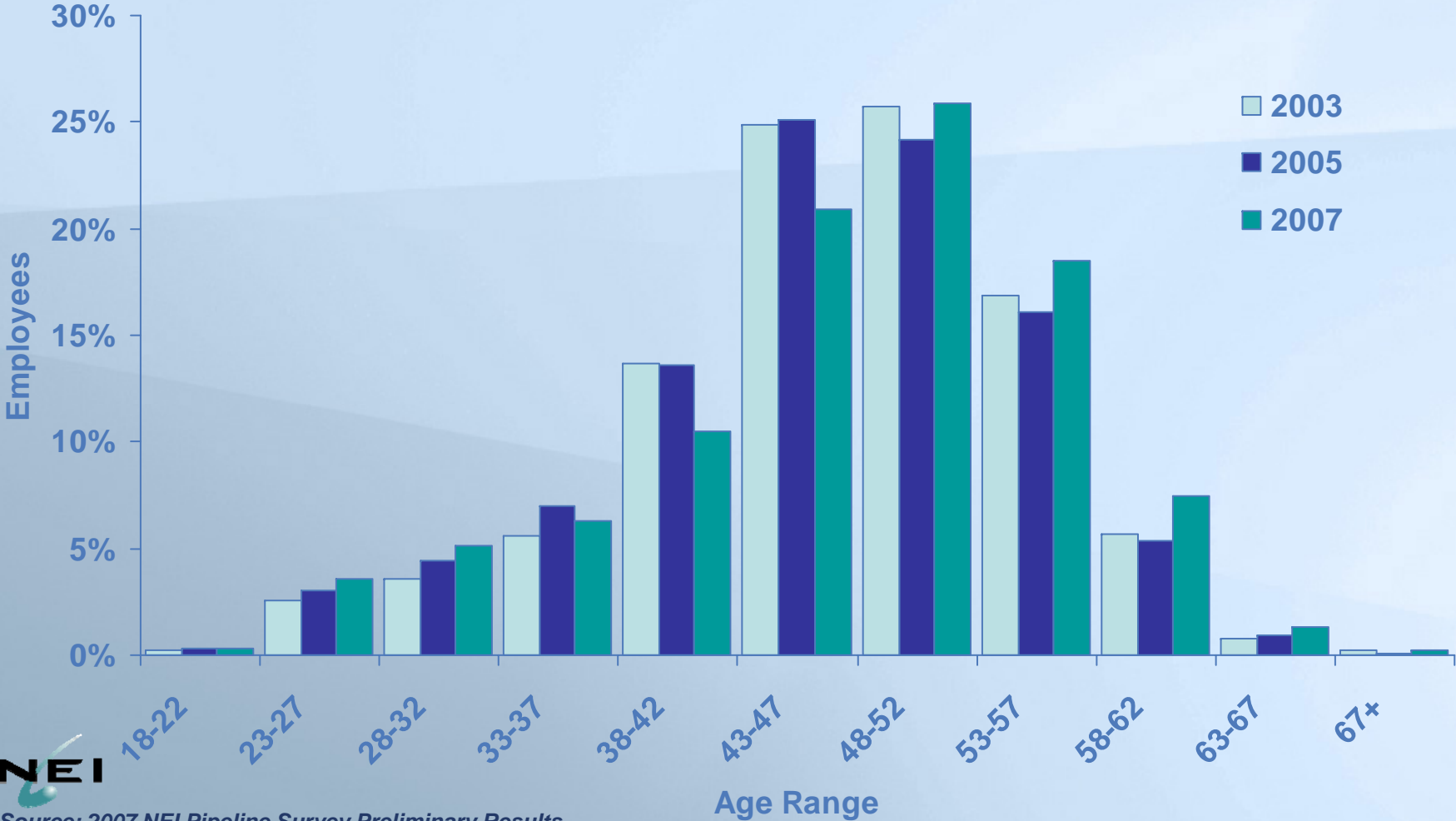
Director, Industry Infrastructure

November 29, 2007

2007 Nuclear Work Force Survey Results

- **20 of 26 utilities supplied data**
- **Data represents about 85% of utility employees**
- **Aging work force is evident—but there is progress in hiring**
 - **Engineering—13% under 33**
 - **Operations—14% under 33**

Nuclear Industry Employment Distribution by Age

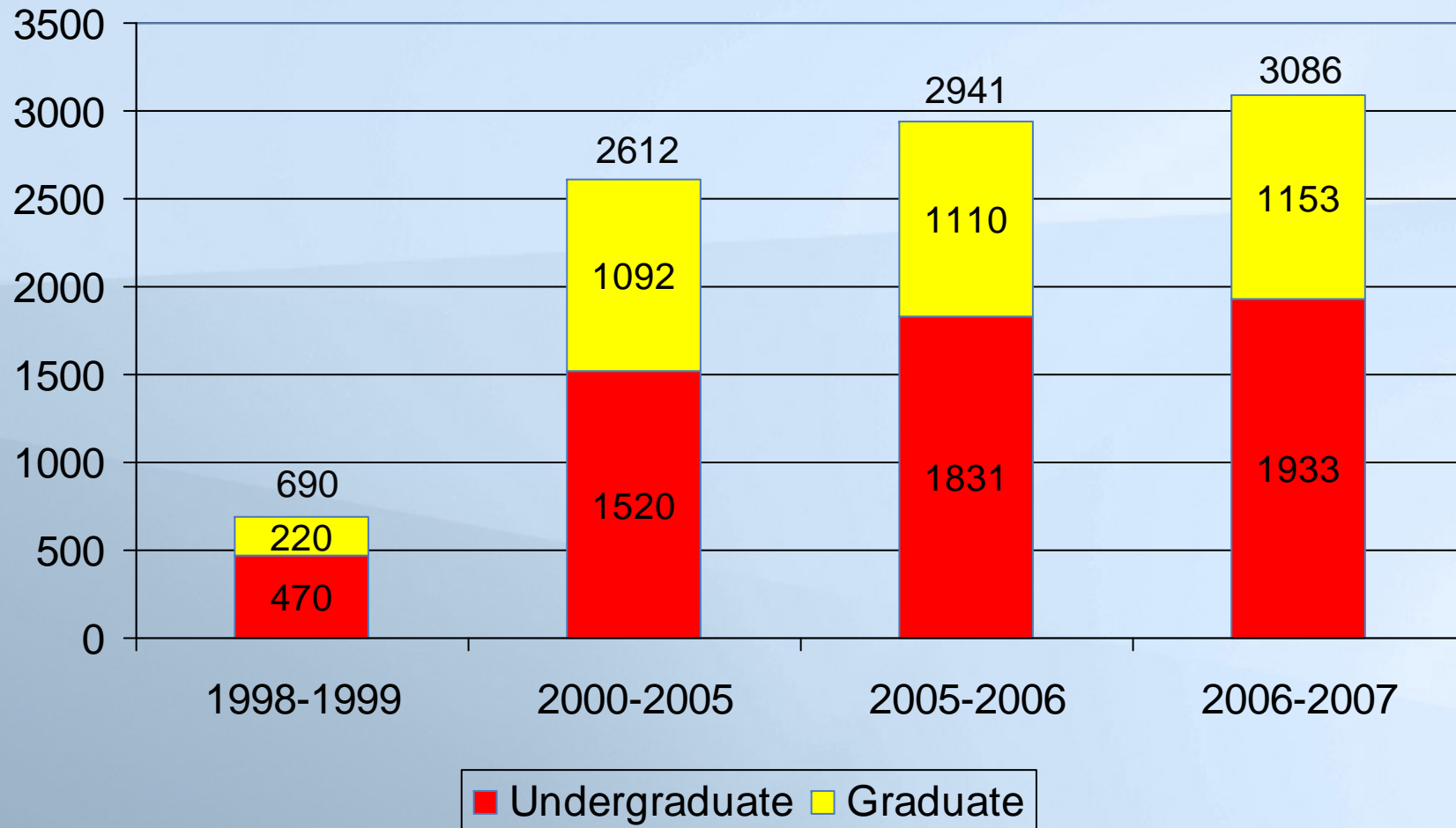


Source: 2007 NEI Pipeline Survey Preliminary Results

Progress in Key Areas

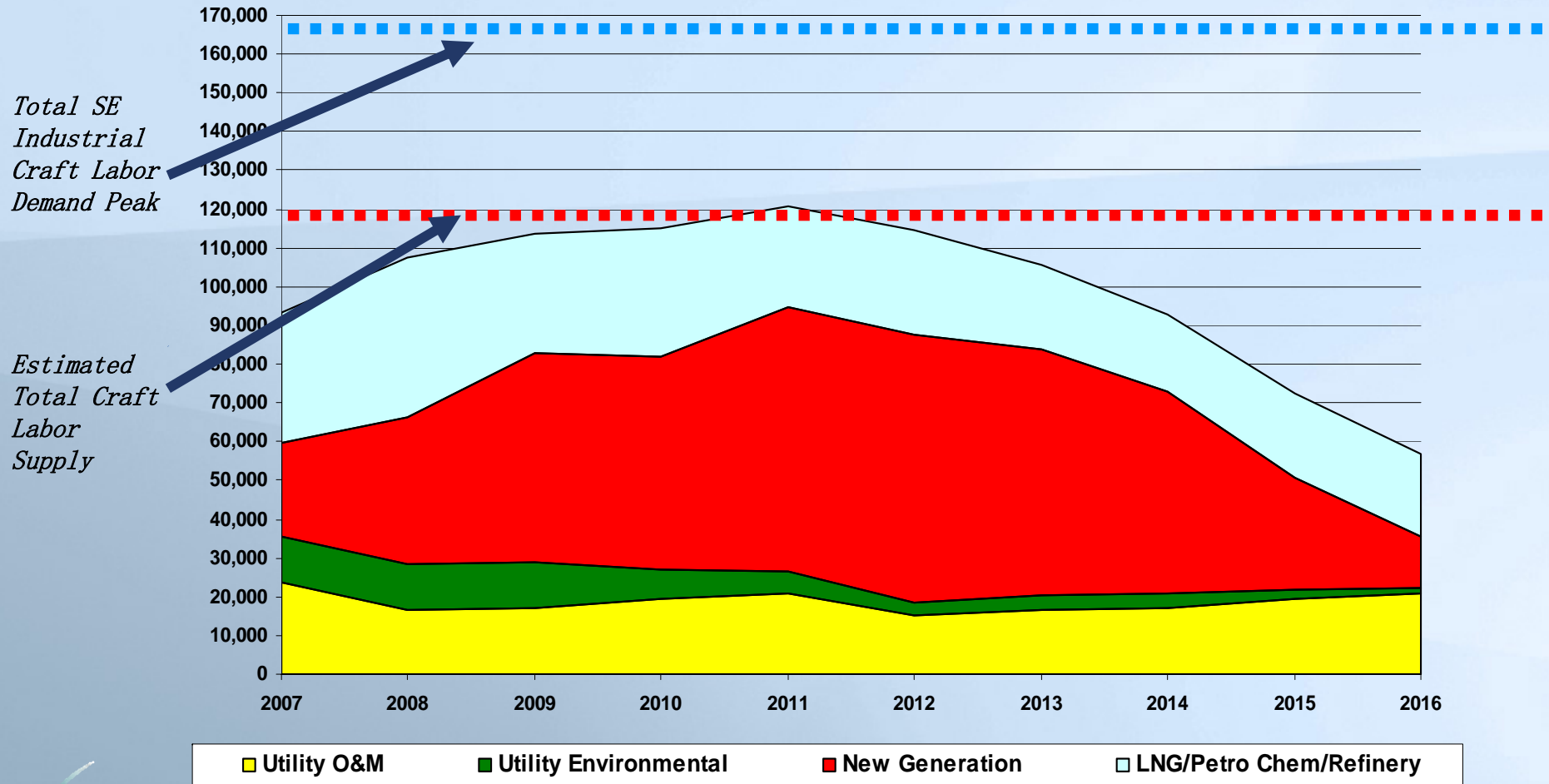
- **Significant increases in nuclear engineering enrollments and graduation**
- **Development of work force development programs at community colleges**
- **Expansion of “grow your own” programs**

Nuclear Engineering Enrollments Grew at a Rapid Rate



Southeast Construction Labor Challenges

Southeast Energy Industry Craft Labor Demand



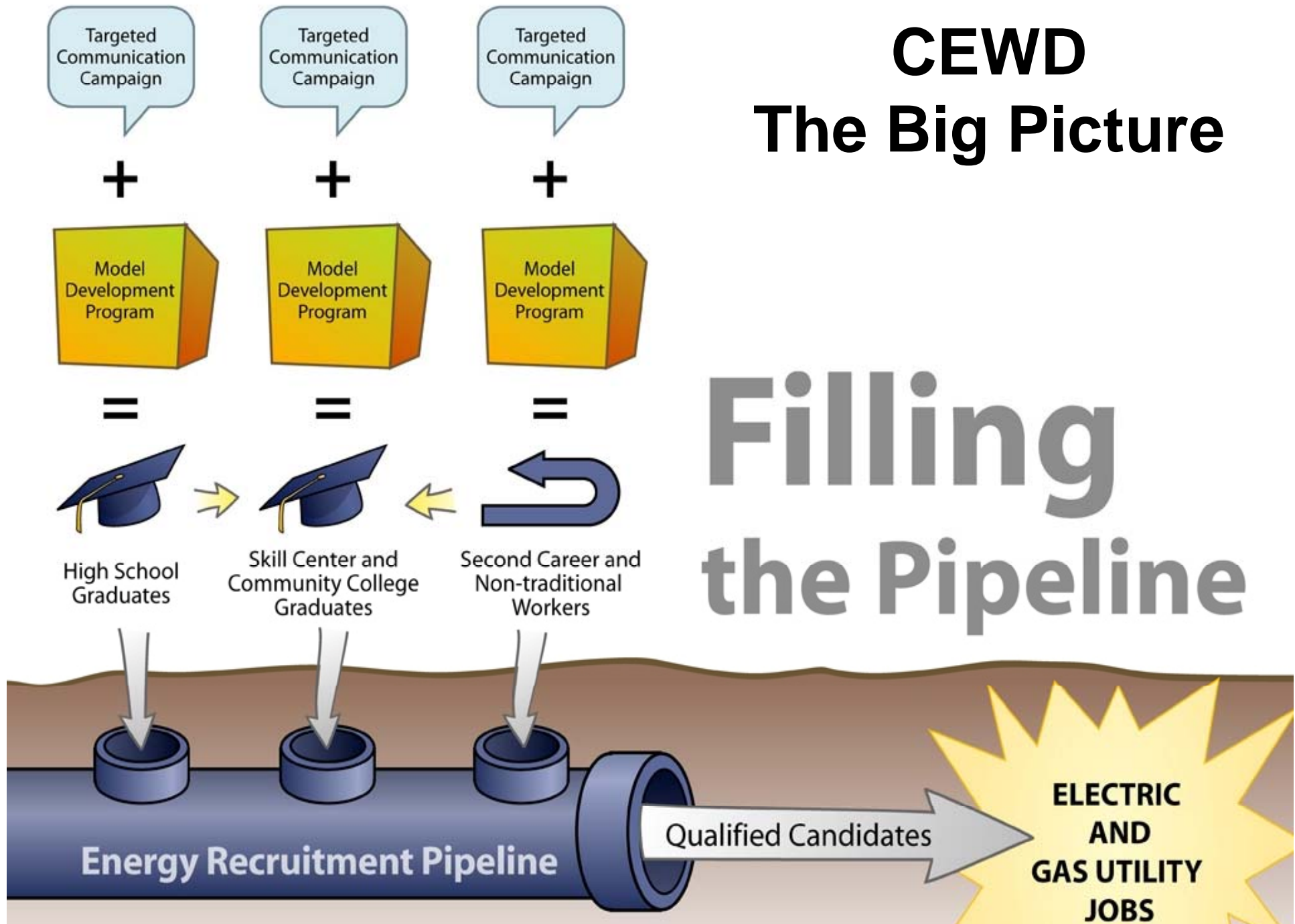
Data drawn from SEMTA and Southern Company market research.

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



Increasing Employee Retention and Engagement

- **U.S. Women in Nuclear**
 - Over 2500 women and men
 - Professional development programming
 - Community outreach
- **North American Young Generation in Nuclear**
 - Roughly 3000 members
 - Professional development opportunities
 - Networking opportunities
- **NEI Employee Retention Study and Toolkit**

Plans for 2008

- **Expand CEWD activities**
- **Sponsor regional forums**
- **Support development of community college programs**
- **Encourage cooperation within the nuclear industry**
- **Continue to support industry-wide recruiting**
- **Continue to support nuclear engineering education**
- **Communicate funding opportunities**

Questions?

- **For more information, contact:**

Carol L. Berrigan

Director, Industry Infrastructure

Nuclear Energy Institute

(202) 739-8050 or clb@nei.org

