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**INTREN**



# Key Issue: Labor Shortage/Supply Chain Disruption

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## □ **Aging Infrastructure**

- Electric utility industry is making record investments to modernize the grid and improve reliability
- \$100B+ investment forecasted by 2040 to avoid failure
- 60% of existing electricity lines are 30 to 50 years old

## □ **Increasing Demand for Electric Power**

- Steady increase in demand for electric power and natural gas, expected to grow 20% by 2040
- Increased demand requires additional investments in infrastructure to satisfy demand for uptime and better coverage of storm outages

## □ **Outsourcing Trend**

- There is a shrinking in-house workforce that is forcing utility companies to outsource demand

## □ **Infrastructure to Support New Grid Requirements**

- Shift to renewable energy requires additional investments to connect renewable sources to the existing grid
- Demand for smart grid technology requires investment in utility upgrades
- Telecom overlapping with electric infrastructure as 5G requires denser network of sites; utility workers must install new technology

# Key Obstacles to Overcome



## Partnerships

- Create partnerships with High Schools, Tech, and Trade Schools
- Actively participate in career fairs
- Partner with unions for training, etc.
- Partner with community organizations for the pipeline



## Expand Union Workforce

- Partner with unions on apprenticeship and recruitment
- Develop a pipeline to the unions



## Establish Certification Programs

- Provide options for existing or new workers to get certified (i.e. CDL or OSHA)
- Seek out partnerships for certification with trade schools



## Invest in Current Workforce

- Retention is key
- Provide training and recertification opportunities
- Professional Development



## Fast Track Indenturing Program

- Find alternatives to traditional 1 year union track program
- Work with utilities to train interested workers and get them certified



## Leadership & Talent Development

- Attract then retain
- Provide leadership and professional development to keep the good talent

# Addressing Labor Shortage vs. Disregarding Issue

- At this point in time, there is significant infrastructure work to be done to provide reliability of electric and gas service to consumers across the nation
- That work cannot get done without enough people to do it
- Not addressing the aging workforce and labor shortage is not an option as it will only get worse if left in its current state

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***Regarding Grid Modernization, to achieve Chicago's Carbon & Equity goals, the most critical obstacle for INTREN to overcome is the labor shortage.***