

***Resolution Encouraging Inclusion of Historically Black Colleges and Universities in the Development of Long-Term Strategic Partnerships to Address Pending Retirements of Utility Professionals***

**WHEREAS**, The Utility Marketplace Access Subcommittee (UMA) of the National Association of Regulatory Utility Commissioners (NARUC) works to highlight areas of opportunity to encourage economic growth and inclusion among regulated utilities; *and*

**WHEREAS**, According to the United States Bureau of Labor and Statistics, as of 2008, about 53 percent of the utilities industry workforce is age 45 or older; *and*

**WHEREAS**, Many of these workers will retire or prepare to retire within the next ten years and will need to be replaced with new skilled utility professionals; *and*

**WHEREAS**, On-the-job training is very intensive in many utilities industry occupations, and preparing a new workforce will be one of the industry's highest priorities during the next decade; *and*

**WHEREAS**, The imminent loss of such a large number of highly skilled utility professionals over the next ten to fifteen years, whose considerable training and expertise is extremely valuable to both utility performance and safety, represents a growing dilemma within the utility industry; *and*

**WHEREAS**, It is critical that utilities, the State commissions that regulate them, and interested stakeholders work collaboratively to establish long-term strategic partnerships to develop continuing educational programs and partnerships with private industry and universities to cultivate the next generation's utility professionals; *and*

**WHEREAS**, Under the direct guidance and support of UMA Subcommittee Chairman Commissioner Harold D. Williams, Morgan State University and PERI Institute of Technology have formed an International collaborative to prepare engineering students to address the global needs with Engineering, IT, Clean Tech, and other solutions; *and*

**WHEREAS**, This is an example of how to bring about newly trained diverse professionals to make them available to the industry; *and*

**WHEREAS**, The UMA Subcommittee wishes to remind, recommend, and encourage interested parties to include and incorporate America's historically Black Colleges and Universities (HBCUs) into workforce strategic development plans when establishing partnerships and initiatives to address impending retirements of utility professionals; *now, therefore be it*

**RESOLVED**, That the Board of Directors of the National Association of Regulatory Utility Commissioners, convened at its 2012 Winter Committee Meetings in Washington, D.C., supports enhanced efforts to include HBCUs within the development of long-term utility workforce plans to cultivate new talented and diverse professionals for the utility industry including utility regulatory agencies.

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*Sponsored by the Subcommittee on Utility Marketplace Access and the Committee on Gas*

*Adopted by the NARUC Board of Directors February 8, 2012*