

***SWD-1 Resolution Encouraging Inclusion of Minority-Serving Institutions in the  
Development of Long-Term Strategic Partnerships to Address Pending Retirements of Utility  
Professionals***

*Whereas* the Subcommittee on Supplier & Workforce Diversity (“SSWD”) of the National Association of Regulatory Utility Commissioners (“NARUC”) works to highlight areas of opportunity to encourage economic growth and inclusion among regulated utilities;

*Whereas* according to the United States Bureau of Labor and Statistics, as of 2018, about 52 percent of the utilities industry workforce is age 45 or older;

*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;

*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;

*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;

*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<sup>1</sup>;

*Whereas* the Hispanic Association of Colleges and Universities (“HACU”) and Hispanics In Energy have formed a collaborative to prepare engineering and occupational trade students to address America’s need for engineering, information technology, clean tech, and other solutions;

*Whereas* America’s more than 523 Hispanic-Serving Institutions are represented by HACU and successfully educate, train and prepare the largest numbers of Hispanic, African American, American Indian, and Asian American college students and are a viable network of higher education institutions successfully serving America’s diverse population;

*Whereas* the Board of Directors of the National Association of Regulatory Utility Commissioners convened at its 2012 Winter Committee Meetings in Washington, D.C. and through the initiative and leadership of Utility Marketplace Access (“UMA”) Subcommittee Chairman Commissioner Harold D. Williams and Commissioner Timothy Alan Simon adopted a Resolution Encouraging Inclusion of Historically Black

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<sup>1</sup> In 2017, the Illinois legislature passed the Future Energy Jobs Act (“FEJA”), which mandates job training programs across Illinois to provide the citizens of Illinois the opportunity to participate in employment and economic growth happening in the solar and energy efficiency markets. FEJA provides funding for programs in solar training, craft apprenticeship, and multi-cultural jobs. These job training programs are administered by local community organizations and trade associations, and overseen by ComEd, which is one of the Illinois regulated utilities. Additionally, the Illinois legislature amended Section 5-117 of the Public Utilities Act [220 ILCS 5/5-117](#), to require all gas, electric, and water companies with at least 100,000 customers under its authority, as well as suppliers of wind energy, solar energy, hydroelectricity, nuclear energy, and any other supplier of energy within this State, to submit an annual report by April 15<sup>th</sup> of every year, of all procurement goals and actual spending for female-owned, minority-owned, veteran-owned, and small business enterprises in the previous calendar year, and the utilities’ plan for implementing and realizing their goals for the following year.

Colleges and Universities in the Development of Long-Term Strategic Partnerships to Address Pending Retirements of Utility Professionals to develop and cultivate new talented and diverse professionals for the utility industry, including utility regulatory agencies;

*Whereas* this Resolution expands and does not supersede said 2012 Resolution;

*Whereas* the SSWD, through its members and leaders, Chairman Illinois Commerce Commission Commissioner Sadzi M. Oliva and Vice-Chairman District of Columbia Public Service Commission Chairman Willie Phillips, wishes to remind, recommend, and encourage interested parties to include and engage America’s Minority-Serving Institutions (“MSIs”), including Historically Black Colleges and Universities (“HBCUs”), Hispanic-Serving Institutions (“HSIs”), Tribal Colleges and Universities (“TCUs”), Asian American and Native American Pacific Islander-Serving Institutions (“AANAPISIs”), and institutions serving women and veterans in their 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 2019 Summer Committee Meetings in Indianapolis, Indiana, supports enhanced efforts to include MSIs, HBCUs, HSIs, TCUs, AANAPISIs, and women- and veteran-serving institutions 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 Supplier & Workforce Diversity*

*Adopted by the NARUC Board of Directors July 24, 2019*