MEMORANDUM
On the Creation of a
Military Workforce Development Task Force

On January 17, 2017, the NARUC Executive Committee approved a motion to permit NARUC President Robert F. Powelson to, pursuant to Title I, Section 19 of the Policies and Procedures of the National Association of Regulatory Utility Commissioners,[1] establish a Presidential Task Force on Veteran's Workforce. President Powelson was authorized to proceed with establishing the committee.

Background:

NARUC has a long history dealing with utility workforce issues. A skilled and knowledgeable workforce is critical to effective utility and regulatory functions, making the aging of the utility and regulatory workforce a serious issue. According to the American Public Power Association in a document called Work Force Planning for Public Power Utilities, "[t]he loss of critical knowledge and the inability to find replacements with utility-specific skills are the two biggest challenges facing public power utilities as a result of workforce aging." This issue, predicted more than thirty-five years ago, is fast becoming a reality for employers in the utility sector. At the same time, the mechanics of delivering utility products and the associated regulatory requirements continues to increase in complexity. As we watch the U.S. population older than 55 grow from 25.6 million in 1950, to 108 million in 2030, we need to make plans to replace employees who are retiring from the workforce. The most senior people are or will be retiring soon and they will be the most difficult to replace. Education and work experience will walk out the door with them. Employees are needed at all levels. Without them businesses are in big trouble. The old adage: "People are our most important asset" holds true now more than ever.

NARUC has also frequently taken positions to support work opportunities for our nation's veterans. See, e.g., NARUC's July 25, 2012 Resolution Encouraging Regulatory Utility Commissions to Become Informed on Utility Workforce Preparedness Strategies, and July 20, 2011, Resolution Supporting Supplier Diversity in Financial Services within Investor-Owned Utilities. We are not alone. The U.S. Department of Energy established the "Utility Industry Workforce initiative" in June of 2015 establishing a partnership between Edison Electric institute and several federal government agencies. Among other tools for attracting, retaining and developing employees, some utilities have developed programs to actively recruit qualified veterans for utility positions. The energy industry similarly has a Troops to Energy Jobs program that has helped veterans transition from military service to careers in America's energy sector for several years, and the 2015 partnership with the Administration was a positive evolution. Both these problems have a synergistic solution. Compare, NARUC's November 16, 2011 Resolution Supporting the Troops to Energy Jobs Initiative. Other utility sectors are also partnering with the military or other organizations to establish the necessary training for a transition from military service to utility related work.

Task Force Goals and Responsibilities: The goal of the Task Force on Veteran's Workforce is to highlight some of the best practices and lessons learned in both the utility sector and government in this area. It will report directly to the NARUC Executive Committee.

The Task Force may set NARUC policy on these issues via resolutions presented to the NARUC Board of Directors. Any proffered resolution from the Task Force will be moved by the 2nd Vice President for possible discussion and approval.

The Task Force may coordinate sessions at NARUC meetings, will collect best practices on these issues, and act as a resource for NARUC leadership on relevant matters. We expect the Task Force to have its first meeting at the upcoming NARUC February meetings in Washington, D.C.

**Task Force Duration:** One year.

**Proposed Members:** The Task Force will have up to 15 members appointed by the President of NARUC. The President will designate a chair and may designate a vice chair. Judith W. Jagdmann of the Virginia Corporation Commission has agreed to chair this task force.

**Staffing:** Staff for the Task Force will be designated by the members of the Task Force. The NARUC staff that will assist the Task Force are Brad Ramsay, Chris Mele, and Brian O’Hara. Any additional staffing will be organized by the Chair after he or she consults with the other members.

**Proposed Charter:** The Presidential Military Workforce Development Task Force is chartered for a period of 12 months, as of this 17th day of January 2017 to examine existing and emerging veteran's workforce issues and opportunities. The Task Force will focus on highlighting some of the best practices and lessons learned in both the utility sector and government in this area.

The Task Force will have no more than 15 members. It will report directly to the NARUC Executive Committee. The Task Force may set NARUC policy on these issues via resolutions presented to the NARUC Board of Directors. Any proffered resolution from the Task Force will be moved by the 2nd Vice President for possible discussion and approval.

The Task Force may coordinate educational sessions at the summer and annual 2017 NARUC meeting. These sessions may focus in part on compiling best practices on how to promote utility hiring of Veterans and act as a resource for NARUC leadership on relevant matters. We expect the Task Force to have its first meeting at the upcoming NARUC February meetings in Washington, D.C.