

**Mega Session Title:** Educating, Hiring and Developing the Next Generation of Electric Power Engineers

**Tentative List of Panelists:**

- Stephen Collins, Distribution Engineer, Advanced Technology, Southern California Edison (SCE)
- Kimberly Howard, Education Initiatives, Education Initiatives – Corporate Social Responsibility, Portland General Electric (PGE)
- Taka Isshiki, Planning & Strategy, Pacific Gas & Electric (PG&E)
- Susan Kidd, General Manager T&D, Arizona Public Services Co. (APS)

**Moderators:** Scott Bordenkircher, Director Innovation, APS

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**Session Purpose and Content:**

Electric utility industry Human Resource (HR) Managers are under new pressures as the current hiring environment for electric power engineers is very different from years past. Gone are the days of lifetime-employees. Instead, employees (in general) are far more mobile in today's society and millennials have different priorities as they search for jobs. A complete infrastructure is needed for companies to successfully provide a high quality supply of next generation power engineers and to address the current need for replacing a retiring workforce. There are many aspects to consider when creating a hiring strategy including access to universities with a top power system curriculum, creating corporate recruiting structures, attracting and retaining young talent to the electric industry, attracting students into university engineering programs, and developing partnerships between universities and electric utilities. In this session, the audience will hear about initiatives that utilities are using to develop a competent workforce and address hiring challenges. We will also discuss the role of HR in developing robust programs that promote the electric utility industry as a desirable place of employment.