



Future-Ready Talent **Building the Workforce the Energy Transition Requires**



→ Today's Big Ideas



1. Workforce Challenge Evolution
2. Required Skills Changing
3. Think Beyond Training
4. Individuals Ownership
5. Measurable Success



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**The future isn't
hypothetical.**

**It's already
beginning.**

Why is This Challenge Different Now?

Forces Reshaping the Workforce



**Consumer
Expectations**

Electrification

**Retirement
Cliff**

Digitalization

AI

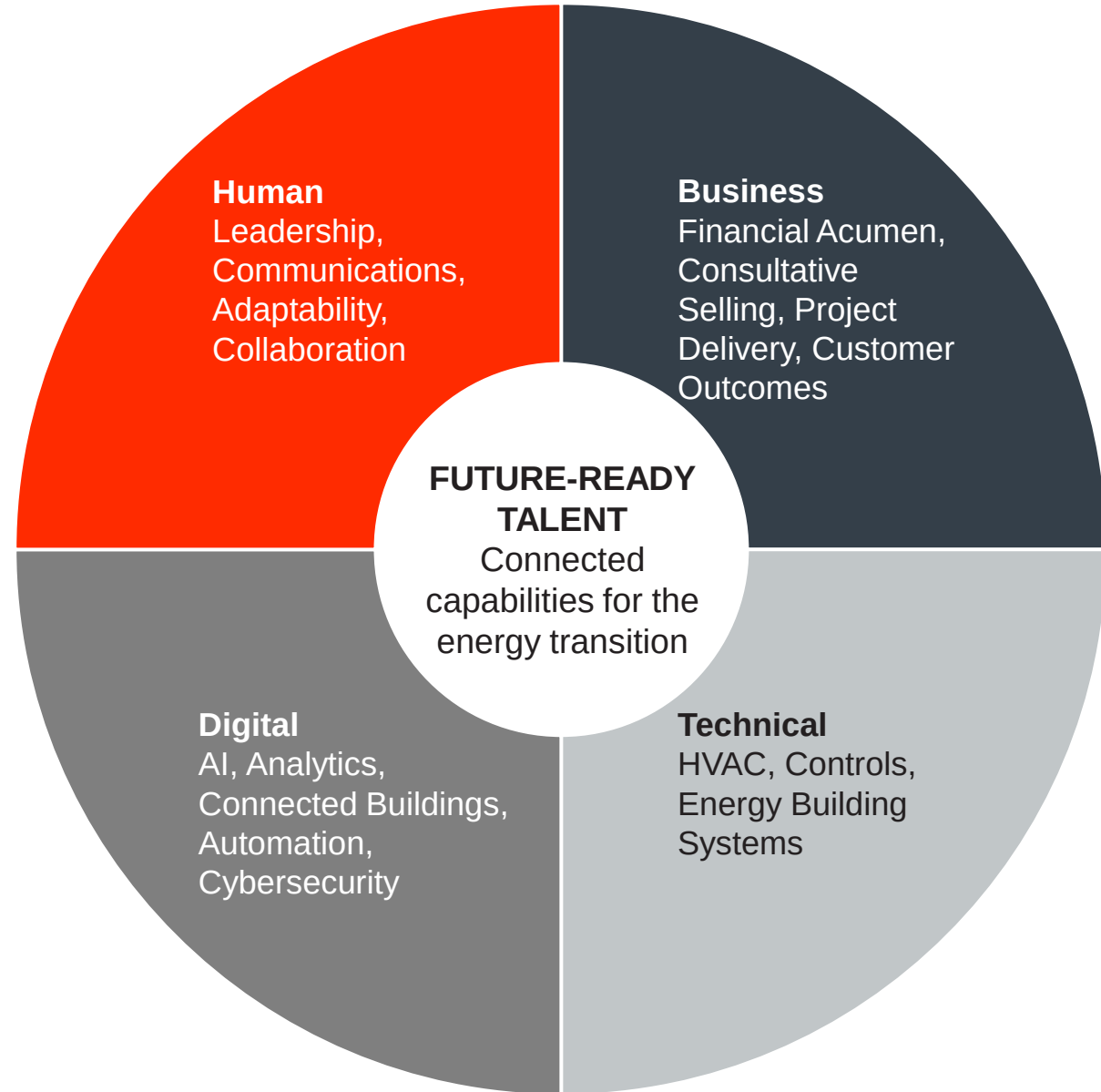
**Grid
Modernization**

**Growing
Demand**

→ What Does “Future-Ready” Actually Mean?



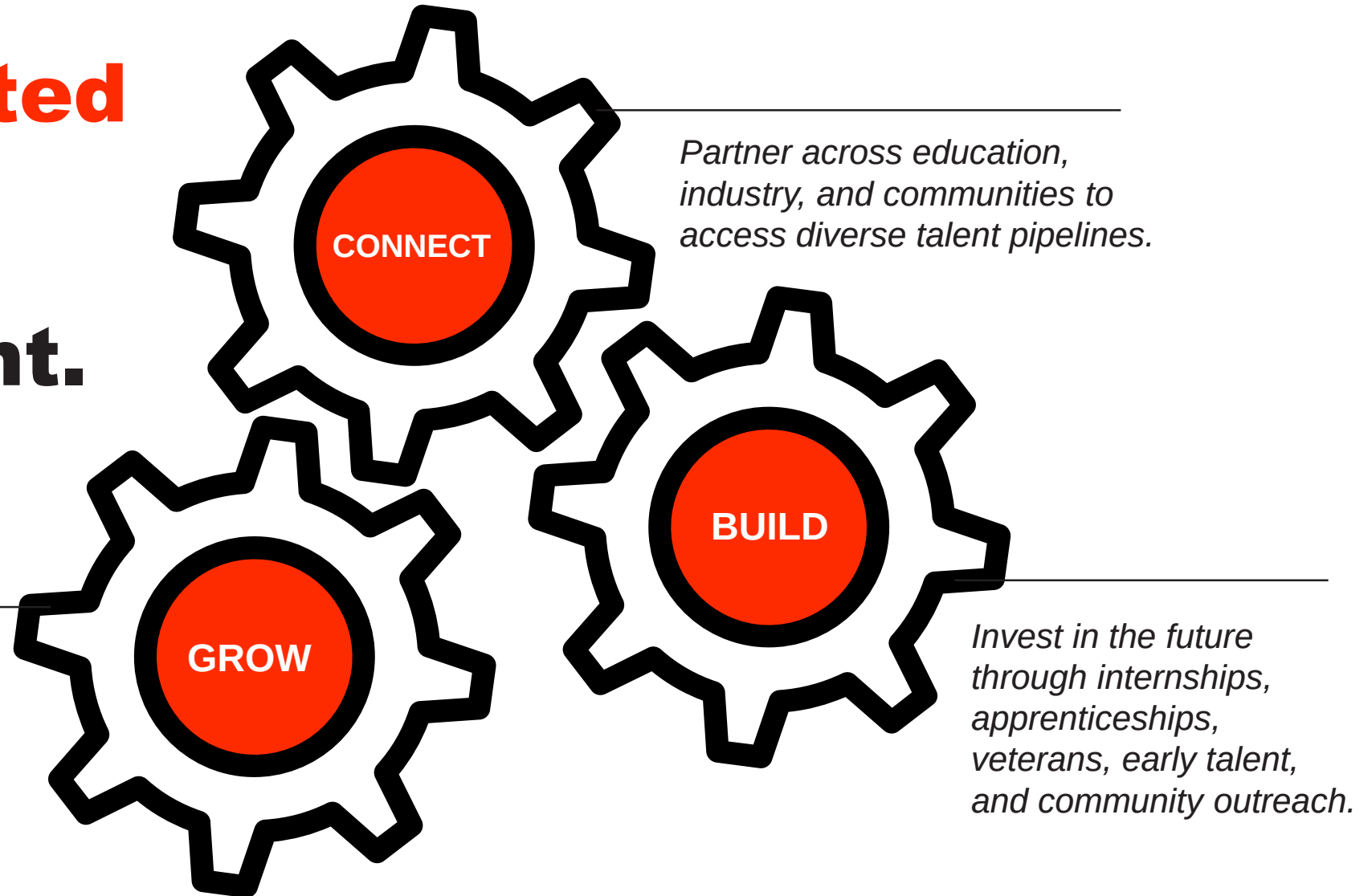
**It's a shift
from jobs
to capabilities.**



→ Workforce Development as an Ecosystem



One connected system to develop and access talent.



→ Workforce Maturity Model to Measure Success



TRAINING



CAPABILITY



PERFORMANCE



BUSINESS IMPACT

React

Fill openings as they occur; training is ad hoc; little workforce planning.

Build

Defined roles, competency models, structured onboarding, targeted upskilling.

Integrate

Internal development connected with certifications, education partners, and workforce planning.

Lead

Measured skills, embedded AI and digital, strategic partnerships, sustainable pipelines, and workforce metrics inform business decisions.

→ What Does Success Look Like in Practice?

Case Studies



1

**Internal Capability
Building**



2

**External Credibility
and Scale**



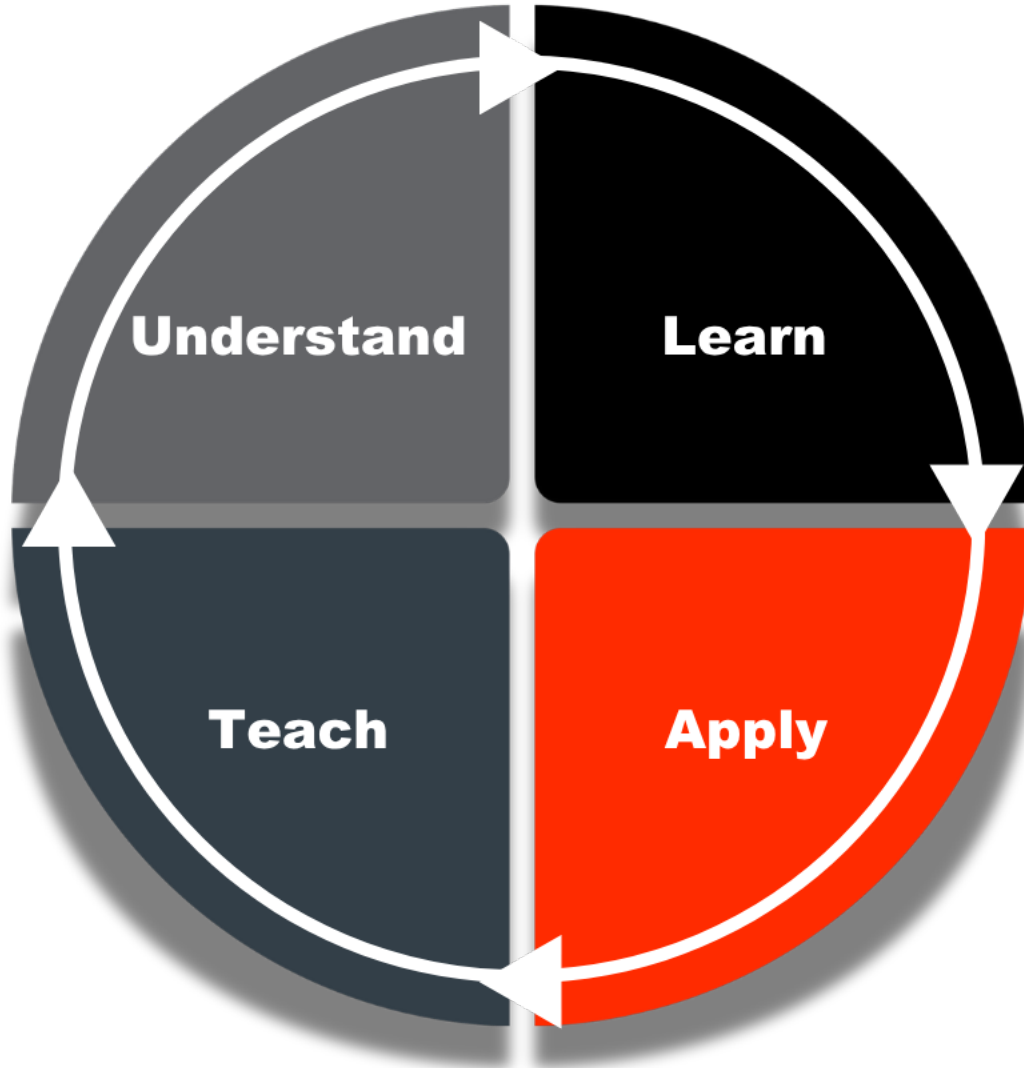
**BOYS & GIRLS CLUBS
OF AMERICA**

3

**Long-term Talent
Pipeline**

→ How Do I Stay Relevant?

Individuals matter too



FOCUS ON

- Technical skills
- Digital fluency
- Leadership

Assess yourself every year.

ENCOURAGE

- Horizontal moves
- Stretch assignments
- Mentoring and training
- AI literacy
- Communication

***Career resilience is continuous ownership
of your growth.***



**The future
depends on
what you do
now.**