



American Electric Power owns & operates more than 42,000 megawatts of generating capacity in the United States & select international markets & is the largest generator of electricity in the U.S.

AEP is also one of the largest electric utilities in the United States, with almost 5 million customers linked to the AEP 11-state electricity transmission & distribution grid. The company is based in Columbus, OH.



Workforce Challenges – Internal:

An Aging Workforce

Generation average age: 46.9

Maintenance average age: 47.2

- **20% of the workforce will be of retirement age in 4 years.**
- **Productivity declines in the physically challenging jobs & technological advances offset only a *portion* of the losses.**
- **A vast amount of experience is or will be leaving – which strains the training effort.**
- **The training effort puts a strain on the production workers, as replacements for trainees are not readily available in a workforce reduced by approximately 20% six (6) years ago.**
- **There is additional equipment to operate – without additional staffing.**



Workforce Challenges – External:

Crafts have also declined in numbers over the past years due to:

- **Retirements**
- **Difficult recruiting task**
- **Lack of use by Industry**

Problems:

- **Environmental programs require huge numbers of craft workers.**
- **Outages require shortened intervals, shorter outage lengths & working more people – this drains the available workforce & dilutes the skilled pool with marginally skilled workers.**



Workforce Challenges – External:

Solution: Owners need to get involved with recruitment of construction workers.

- **Owners must travel to recruiting sites, colleges, technical schools, junior/middle schools, elementary schools to discuss construction opportunities at their facilities through the construction contractors & trades.**
- **Must communicate the positive side of the Construction Industry.**
- **Link up with the military for post-military construction opportunities.**