

# Southern Company Gas

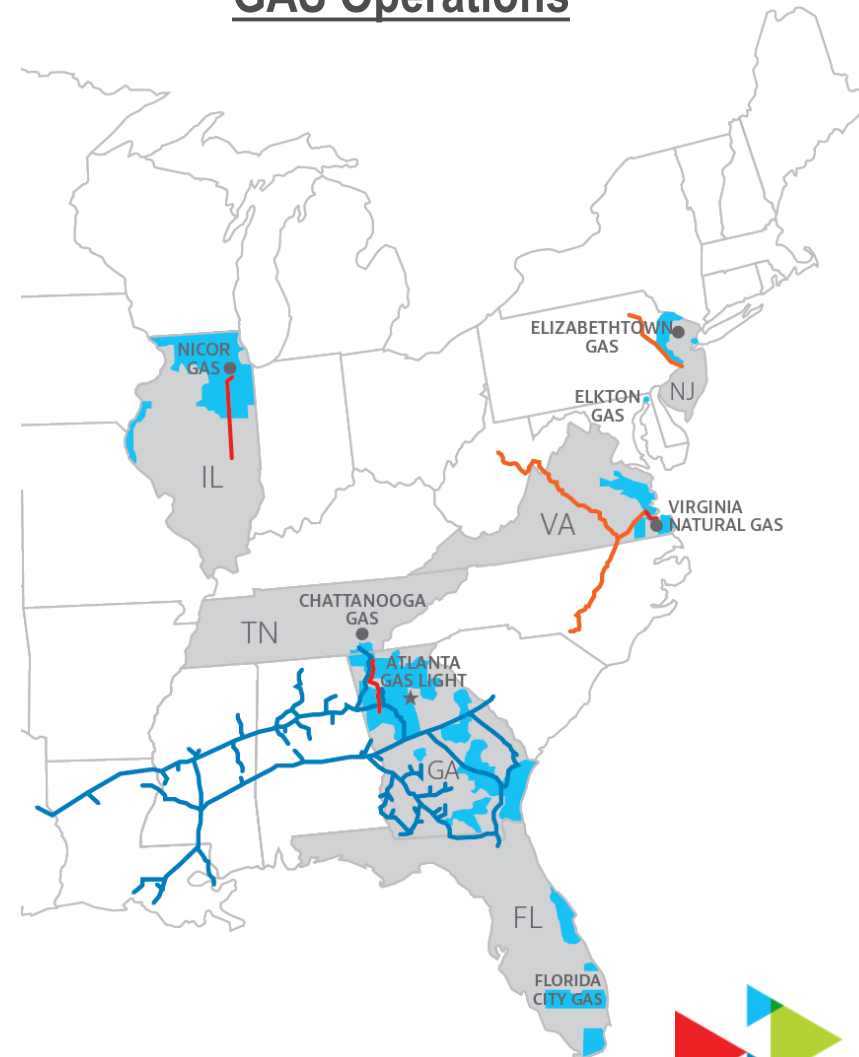
## MARC 2017 – Workforce Development

June 19, 2017



- GAS operates seven state-regulated natural gas local distribution companies (LDCs), serving 4.6 million customers
- Investments in six midstream pipelines
- Wholesale gas operations (Sequent) and gas marketing services (SouthStar and Pivotal Home Solutions) complement core LDCs and growing midstream investments

## GAS Operations



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## Key GAS Workforce Demographics

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Number of Employees	5,300
Average Age	44
Average Tenure	13 years
Employees Eligible for Retirement:	
2017	22%
2017-2022	41%
% Diverse Workforce	39%

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- The Center for Energy Workforce Development (CEWD) estimates that nearly 50% of the energy workforce will retire in the next 5-10 years
  - GAS' workforce falls into this range
- At GAS, we focus on the full pipeline of activities necessary for effective workforce development:

## Attract

- Career awareness fairs/events to promote jobs
- Apprentice pool program designed to provide strategic backfill for field vacancies

## Develop

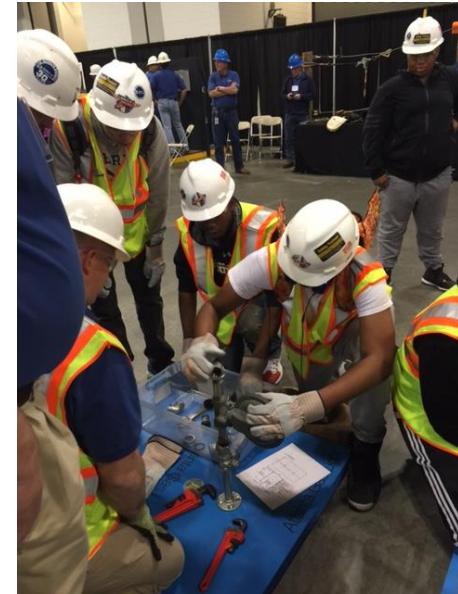
- Engineering rotation program
- Mentoring program
- 360° talent development
- Succession planning

## Retain

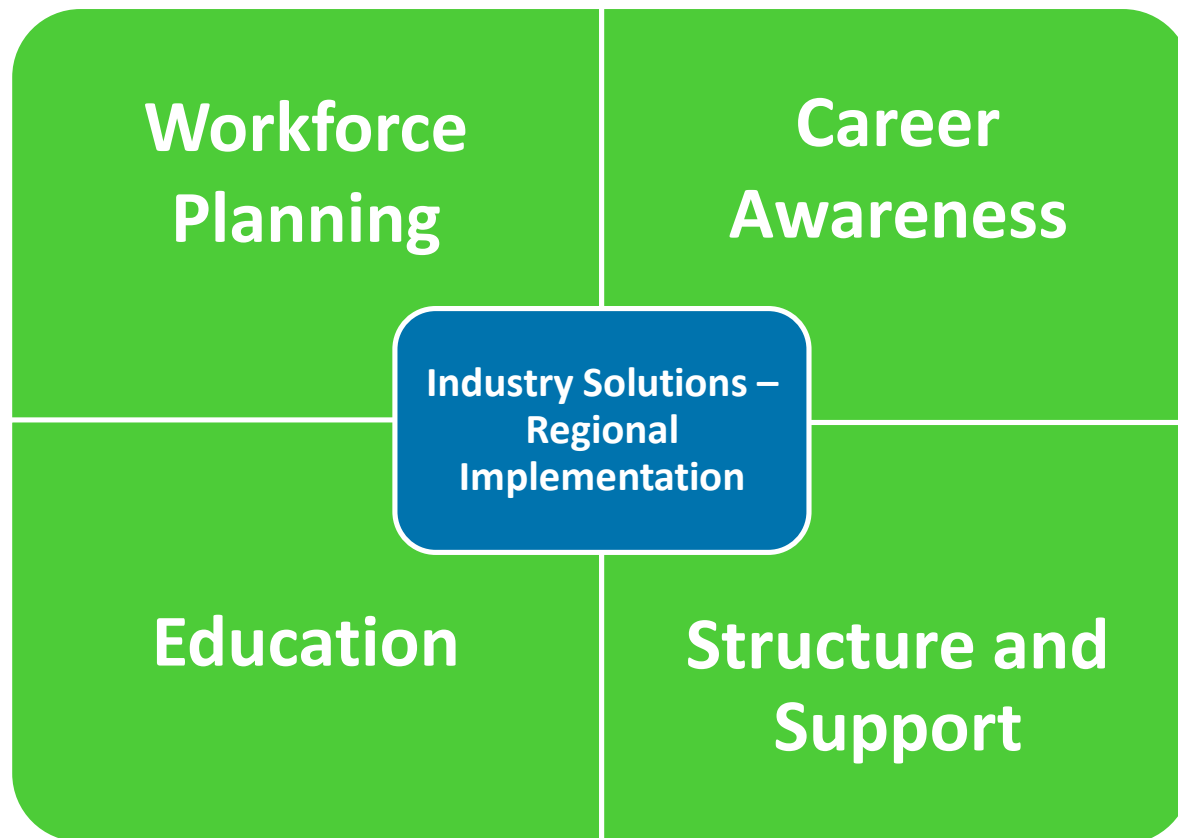
- Employee engagement surveys
- Diversity awareness training
- Focus groups

## GAS Workforce Initiatives – Nicor Gas

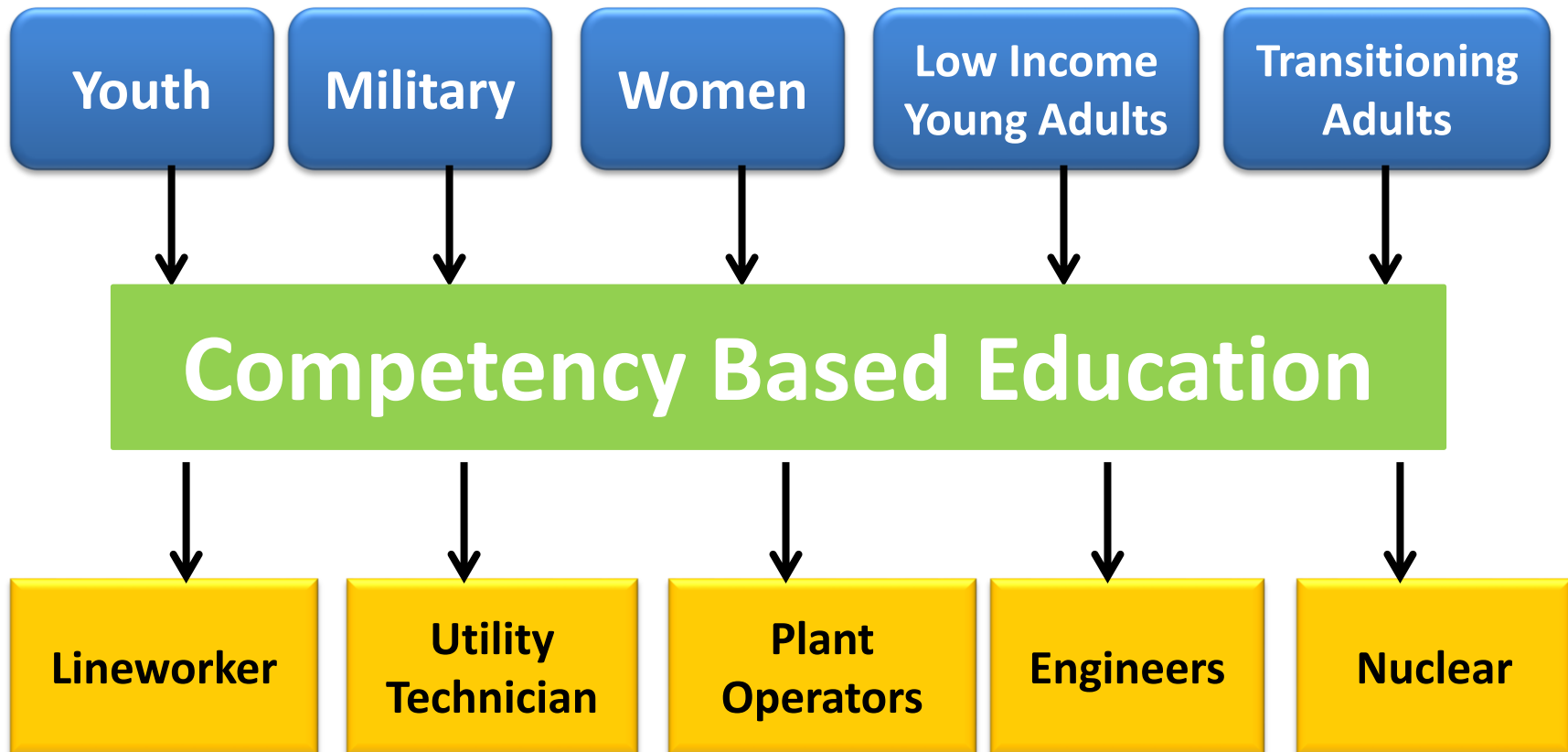
- Nicor Gas expects to invest over \$2 billion in infrastructure improvements in Illinois between 2015-2023
  - Investment creates a need for qualified employees (management and bargaining unit), as well as external resources (contractors)
- Nicor Gas is involved in a range of joint initiatives aimed at fostering education, training and career readiness
- Nicor Gas also sponsors several initiatives on its own aimed at workforce development:
  - STEM career awareness events (51 events in 2016)
  - Careers in Energy Week
  - Junior Achievement pilot program



- The utility industry is in the midst of a transformation, and with that transformation comes the need for a diverse, qualified workforce with the knowledge, skills, and ability to adapt and grow along with the industry

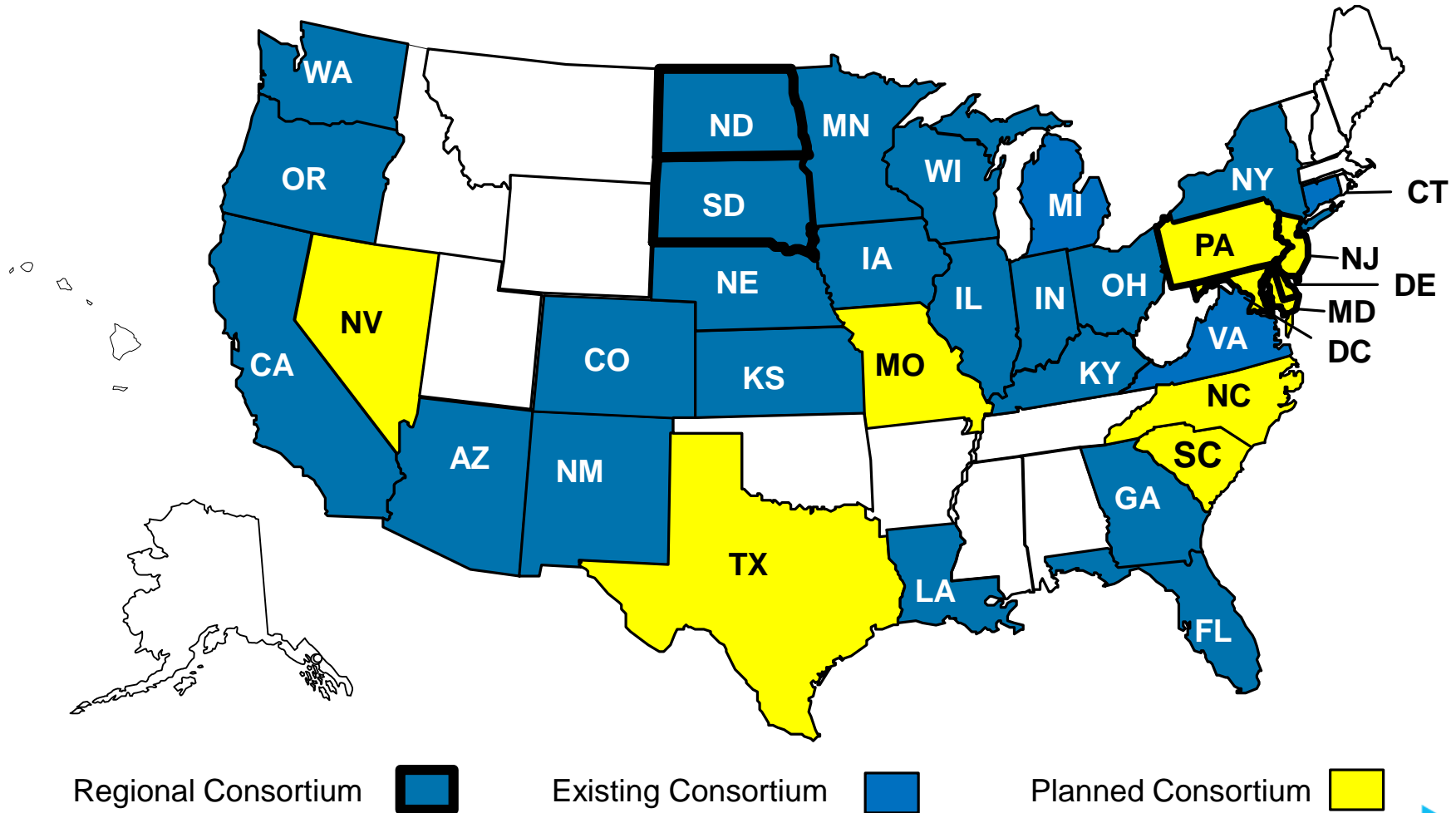


- CEWD forecasts the demand for workers, communicates the skills and knowledge for current and future workers, and partners with educators across the country to create scalable career pathways for energy jobs



# CEWD Nationwide Outreach Efforts

- CEWD members represent approximately 85% of the nation's energy utility workers





# Questions