

Demographic Issues in Utility Workforces

CAMPUT Conference 2009
Saint John, New Brunswick
Monday, May 11, 2009

By:
Willie Grieve
Chair
Alberta Utilities Commission

ABOUT THE ALBERTA UTILITIES COMMISSION (AUC)

- **Formed January 1, 2008**
- **New Organization, New Mandate**
- **Responsibilities:**
 - **utility rates**
 - **facilities approvals**
 - **markets**

AUC STRUCTURE AND RECRUITMENT

- **Six Divisions**
 - **Utilities**
 - **Regulatory Policy**
 - **Markets**
 - **Corporate Services**
 - **Law**
 - **Public Affairs**

- **Recruitment**
 - **from former regulator**
 - **external recruitment**

AUC RECRUITMENT STRATEGIES

- **From Former Regulator**
 - emphasis on new opportunities, challenge
 - market-based compensation

- **External Recruitment**
 - educational opportunities
 - public service emphasis

AUC RETENTION STRATEGIES

- **Employment brand important, based upon corporate values**

- **Ground-up – employees determined values**

- **Four Basic Values**
 - **We are impartial and objective.**
 - **We are accountable and strive for excellence in everything we do.**
 - **We treat everyone with dignity and respect.**
 - **We maintain and promote a positive work environment.**

AUC EMPLOYEE DEMOGRAPHICS

Age Group	No. of Employees	%
20-25	6	5%
26-30	15	12.7%
31-35	8	6.8%
36-40	9	7.6%
41-45	20	17%
46-50	20	17%
51-55	21	17.8%
56-60	11	9.3%
60+	8	6.8%
		100%

AUC RETENTION STRATEGIES

- **Work/Life Integration**
 - flexible work schedule
 - enhanced time-off program
 - enhanced vacation program
 - life and learning account
 - leave of absence program

- **Engagement/Pride/Employer of Choice**
 - exchange opportunities
 - career development
 - competitive compensation
 - socially/community conscious
 - comprehensive flex benefits
 - pension program
 - group RRSP
 - annual wellness fair
 - employee/family assistance program
 - achievement award program
 - retirement recognition/bonus
 - full-suite retiree benefits
 - feedback mechanisms
 - state of art technology
 - life-long learning

NEW FOR 2009 – AUC RETENTION STRATEGIES

- **Lunch and Learn**
- **Employee Learning Profile**
- **Mentorship Program**
- **Health and Wellness Challenge**
- **Pre-retirement Planning**

HOW ARE WE DOING SO FAR?

- **99% say they have a positive working relationship with co-workers**
- **regrettable attrition rate is 1%**
- **91% would recommend AUC as a great place to work**
- **91% proud to tell people they work at the AUC**
- **92% plan to work for AUC for at least three years**
- **91% are satisfied with their work/life balance**