

2017 HR and Recruitment in the Power Industry

TRENDS SURVEY



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2017 HR and Recruitment in the Power Industry

TRENDS SURVEY

SURVEY METHODOLOGY

EnergyCentralJobs.com has conducted several surveys over the last 20 years providing data specific to talent acquisition in the electric power industry. Our goal is to show trends as it pertains to talent acquisition and to provide relevant data to HR managers and recruiters working in the industry.

This year we had 146 valid respondents and of that group we had 109 Human Resources Managers and 37 Recruiters complete the survey. The survey gathered results from a variety of sources including utilities, industry vendors, recruiters, contractors and others related to the industry.

The survey included 37 questions covering:

-) Demographics
-) Status of current work force
-) Projections for work force in next 5 and 10 years
-) Top 3 challenges
-) Annual budgets spent for talent acquisition
-) Methods used for talent acquisition
-) Use of recruiters for talent acquisition
-) Use of social media for talent acquisition
-) Use of contractors

Survey responses were collected during last 2 weeks of August 2017.

Contents

SURVEY METHODOLOGY 1

DEMOGRAPHICS – WHO PARTICIPATED IN THE SURVEY 3

THE WORKFORCE 6

TALENT ACQUISITION BUDGET AND SPEND..... 11

METHODS USED FOR TALENT ACQUISITION AND WHAT WORKS BEST..... 15

RECRUITING FIRMS 19

SOCIAL MEDIA 21

CONTRACTING 23

OTHER 26

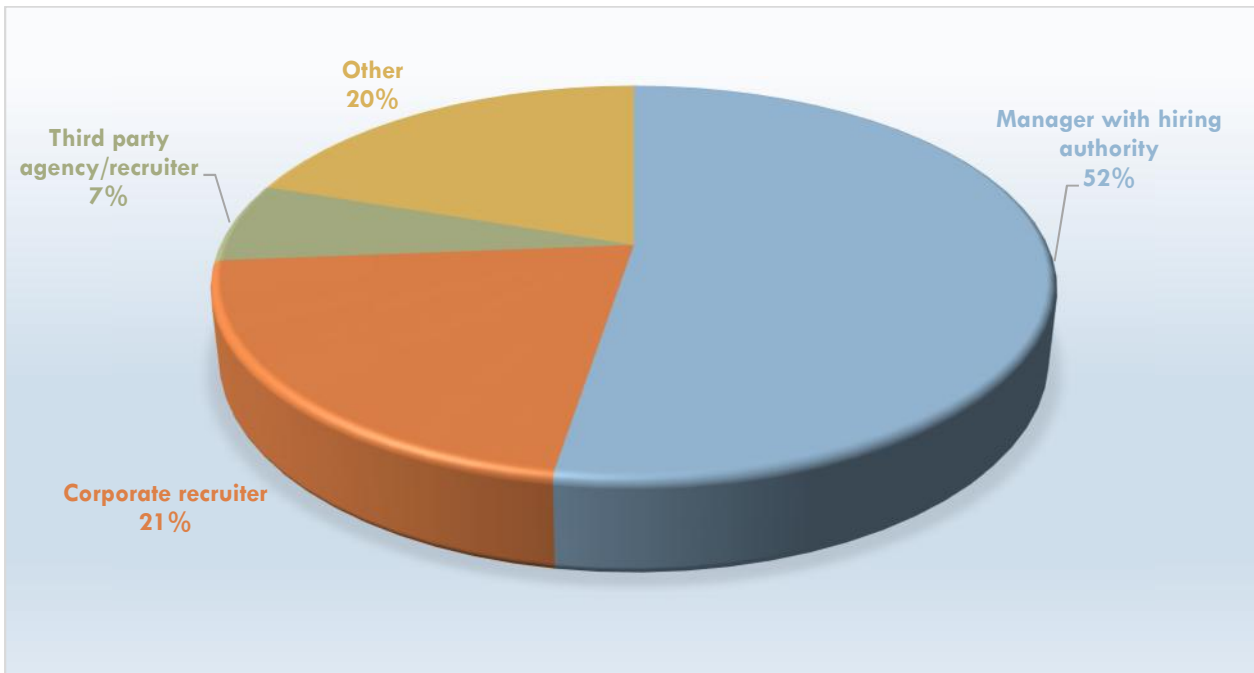
DEMOGRAPHICS – WHO PARTICIPATED IN THE SURVEY

The 2017 HR and Recruitment Survey was emailed to approximately 3,000 and ran for two weeks. Two hundred and eighty-eight people responded, of that 146 were qualified participants. From this group, we gathered data from a variety of company types serving the power industry. We were also able to collect data from company sizes ranging from 1 – 100 all the way up to 5,000 or more employees.

JOB TYPE

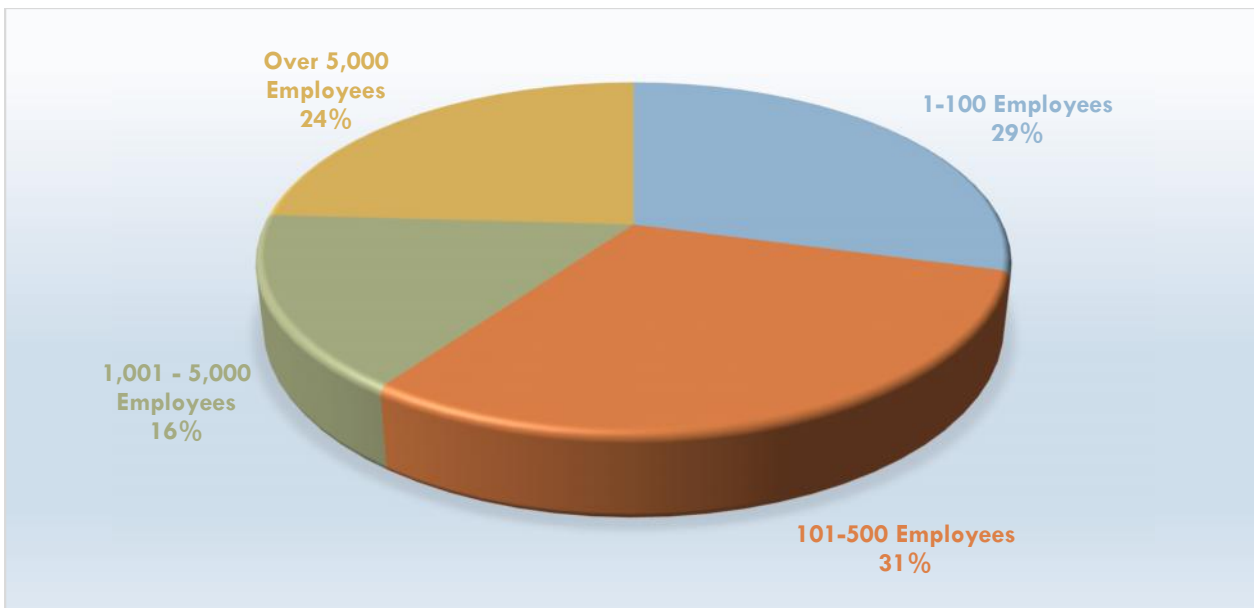


JOB FUNCTION

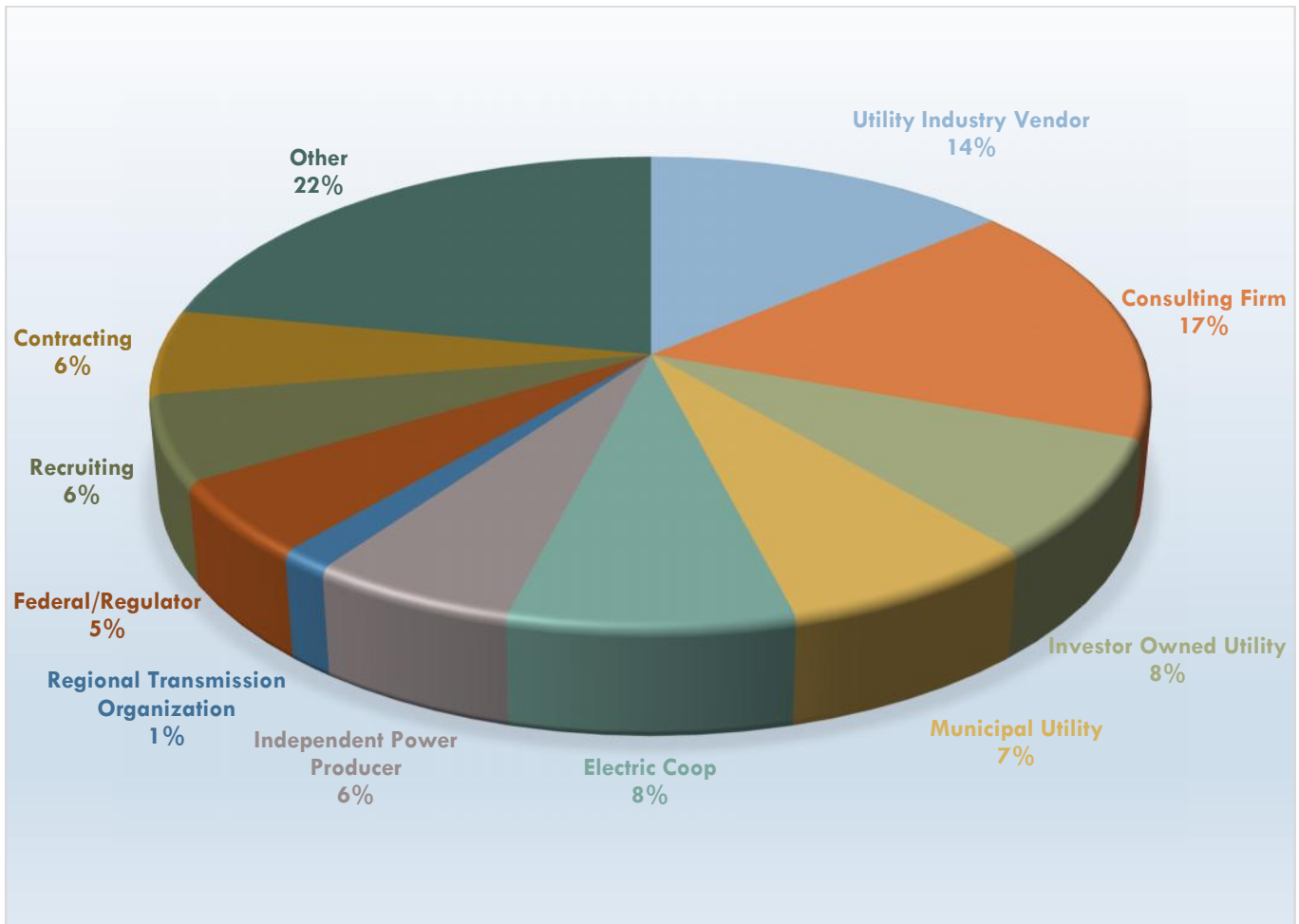


*Noted in the other category: HR assistants or other support staff in HR.

SIZE OF ORGANIZATION



TYPE OF ORGANIZATION

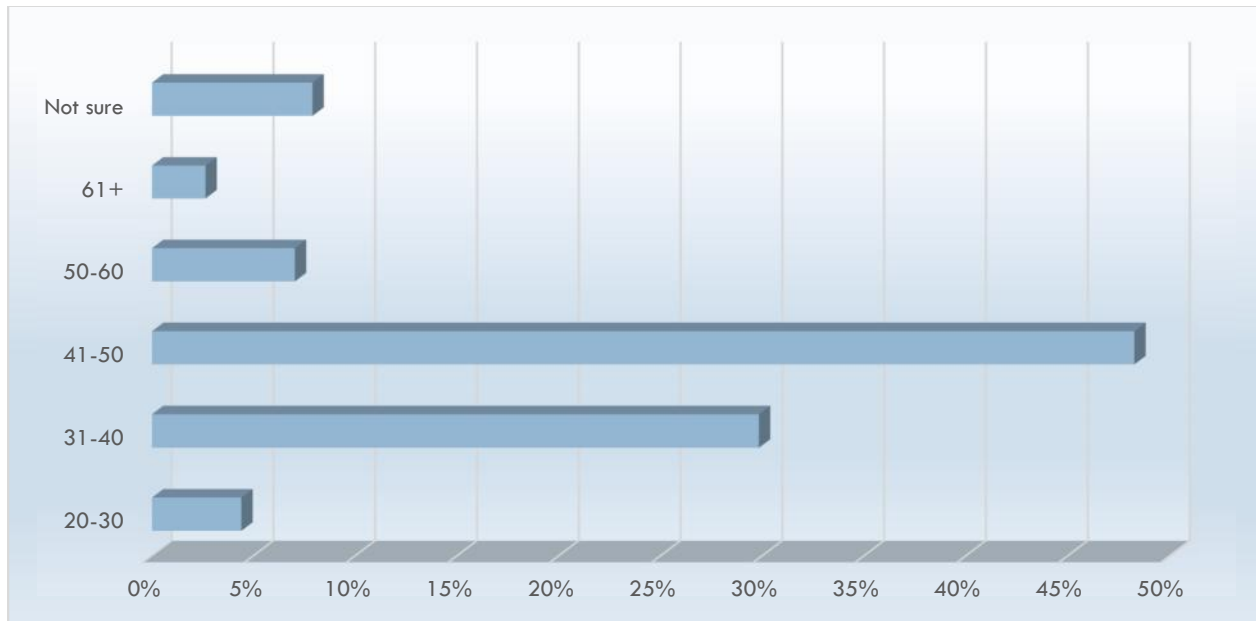


Noted in the other category: Government, regulatory non-profit, utility research, education, energy & oil and gas, and renewable energy.

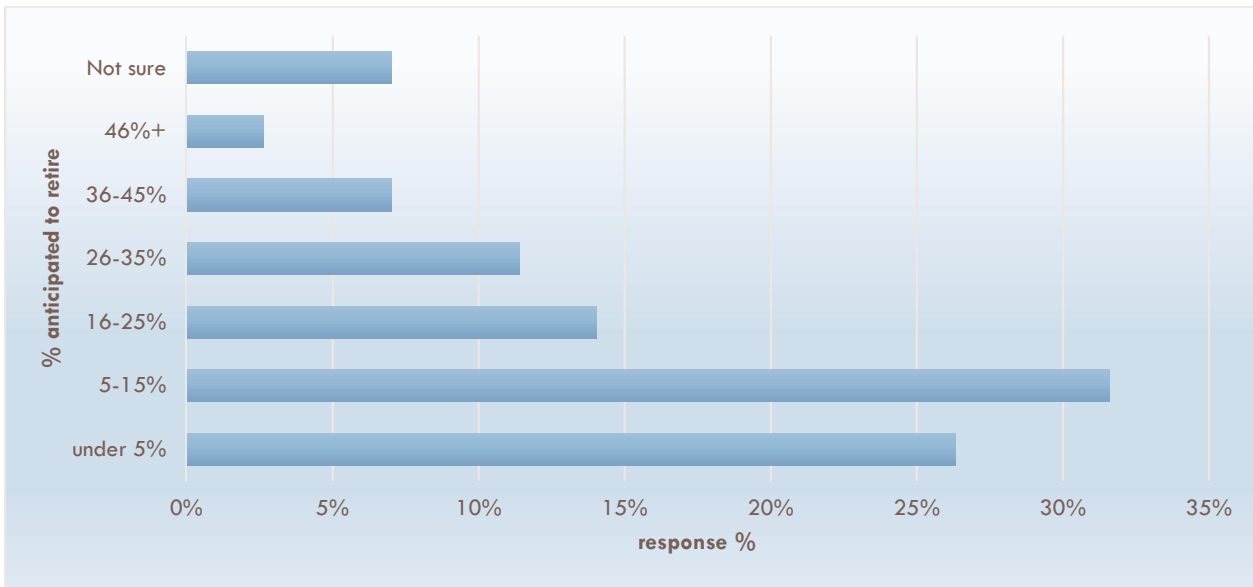
THE WORKFORCE

This section focuses on the workforce. It looks at the average age of the workforce; anticipated retirement in next 5 and 10 years; staffing shortages, where they are most critical and where they will be in the next 5-10 years; most critical workforce issue facing the industry today; and lastly education required.

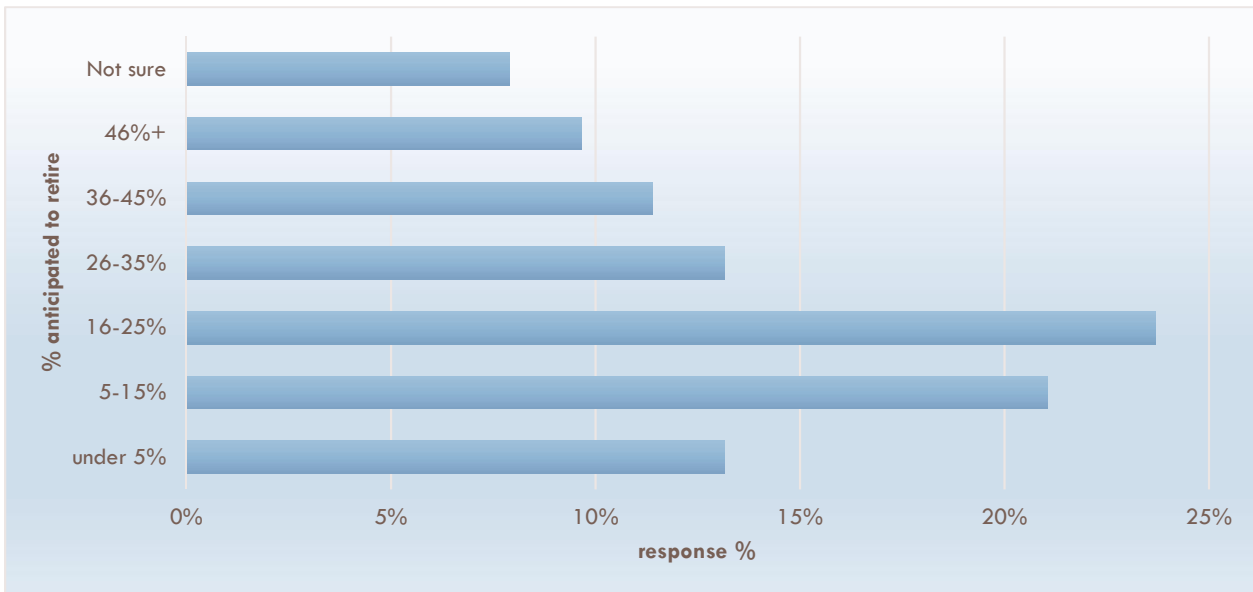
AVERAGE AGE OF THE WORKFORCE TODAY



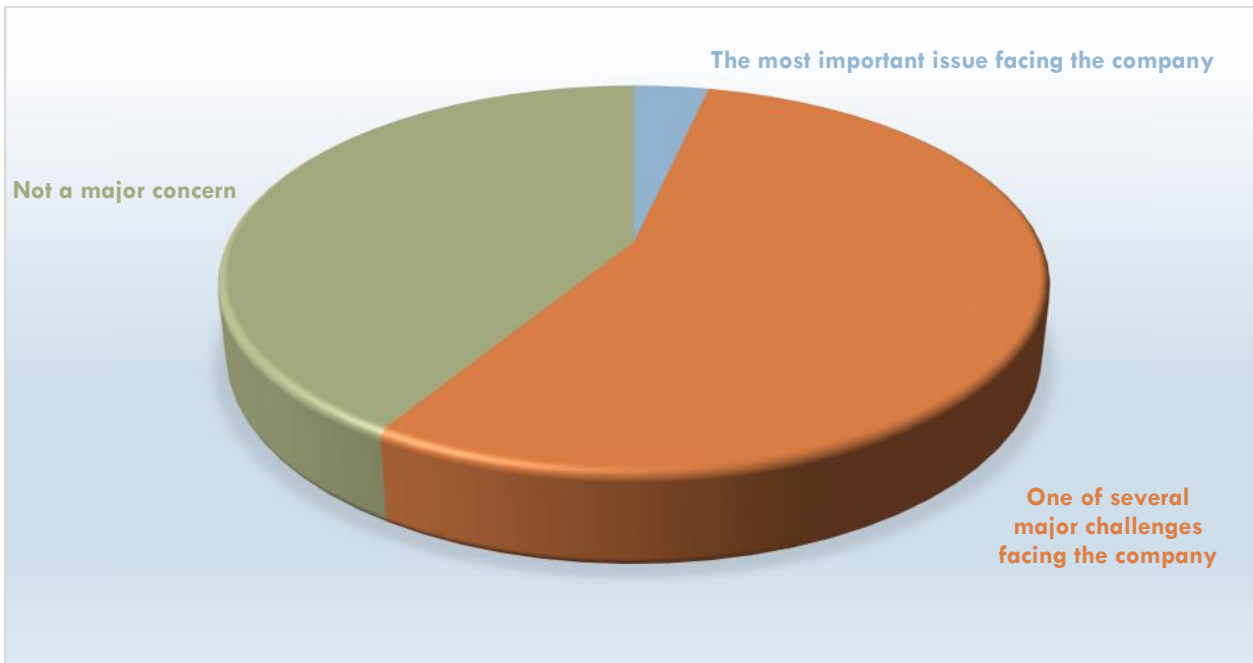
ANTICIPATED RETIRMENT OF WORKFORCE IN NEXT 5 YEARS



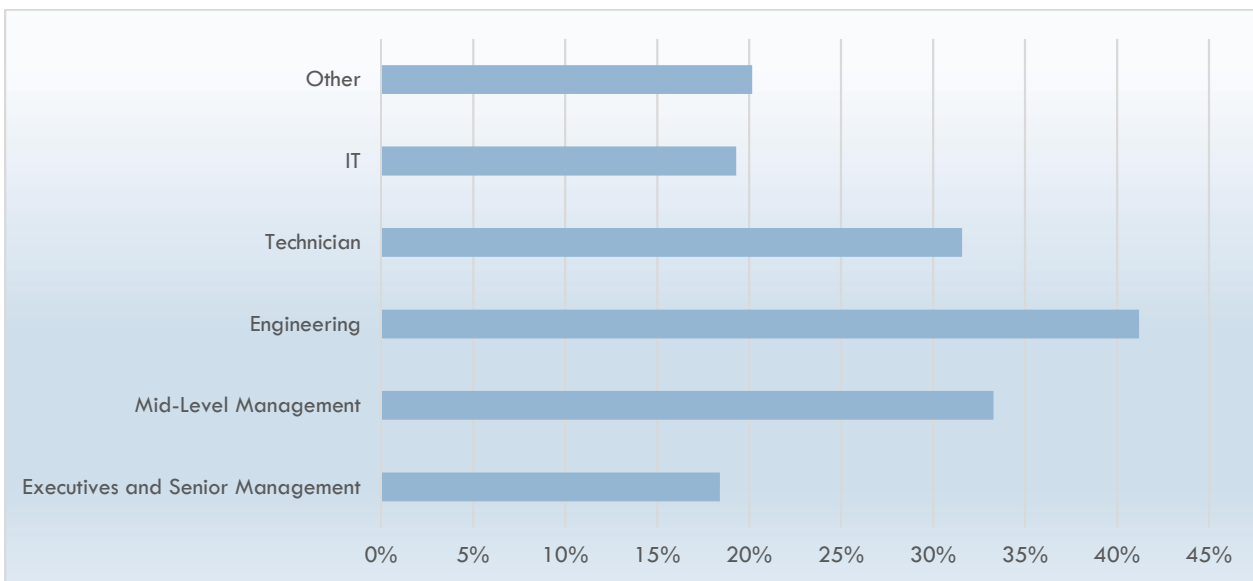
ANTICIPATED RETIREMENT OF WORKFOCE IN NEXT 10 YEARS



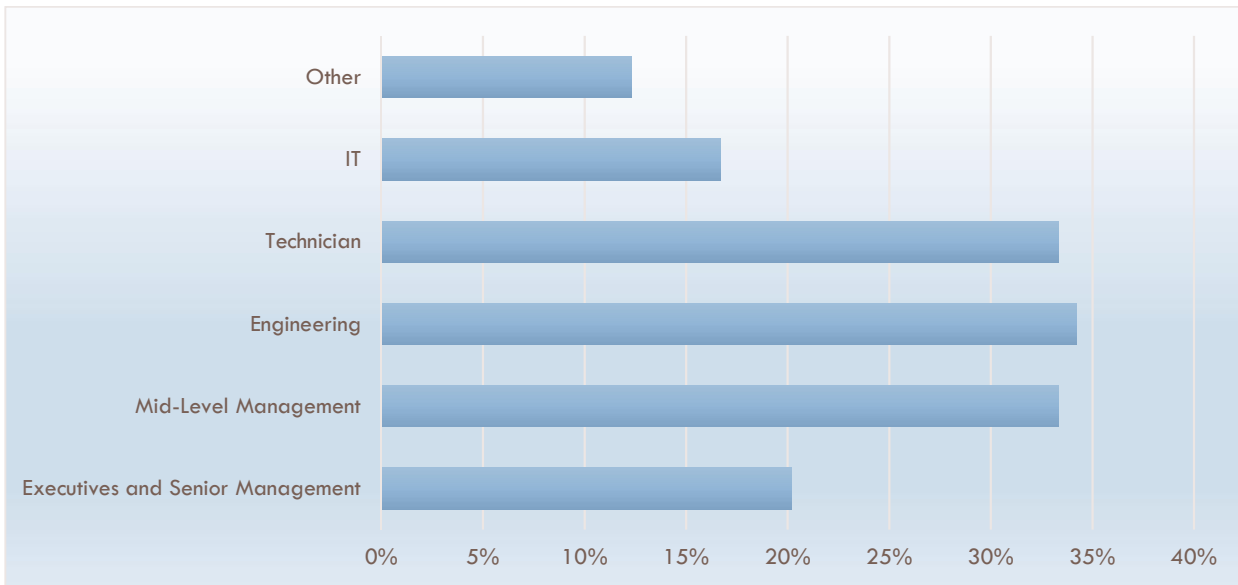
AGING WORKFOCE – IS IT A CRITICAL ISSUE?



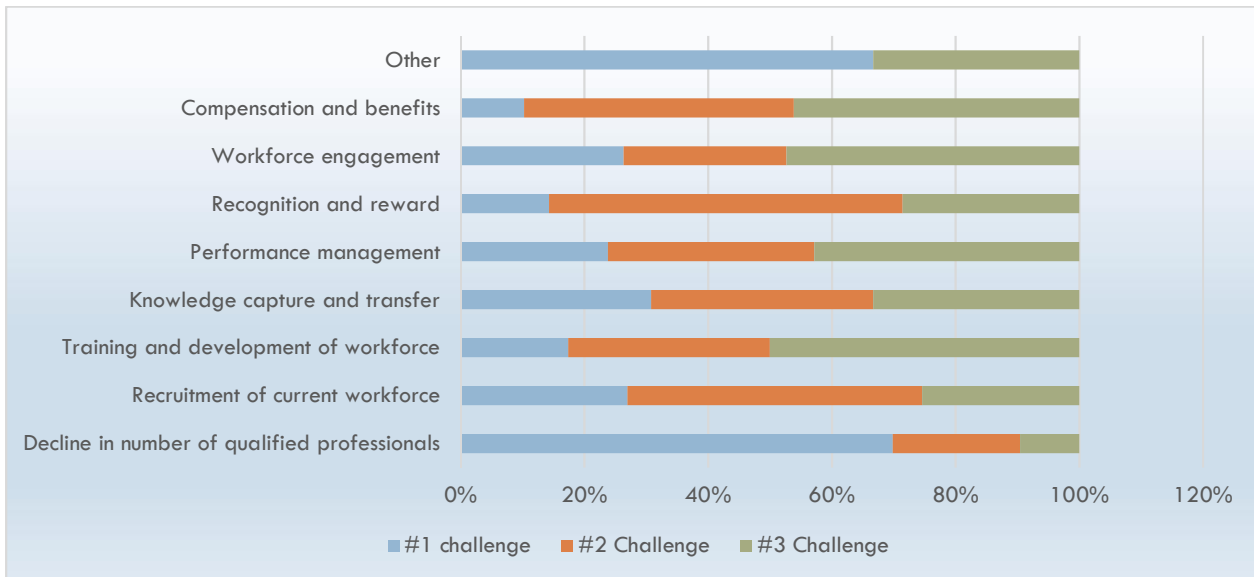
TODAY – WHERE SHORTAGES ARE THE MOST CRITICAL



5-10 YEARS WHERE SHORTAGES WILL BE THE MOST CRITICAL

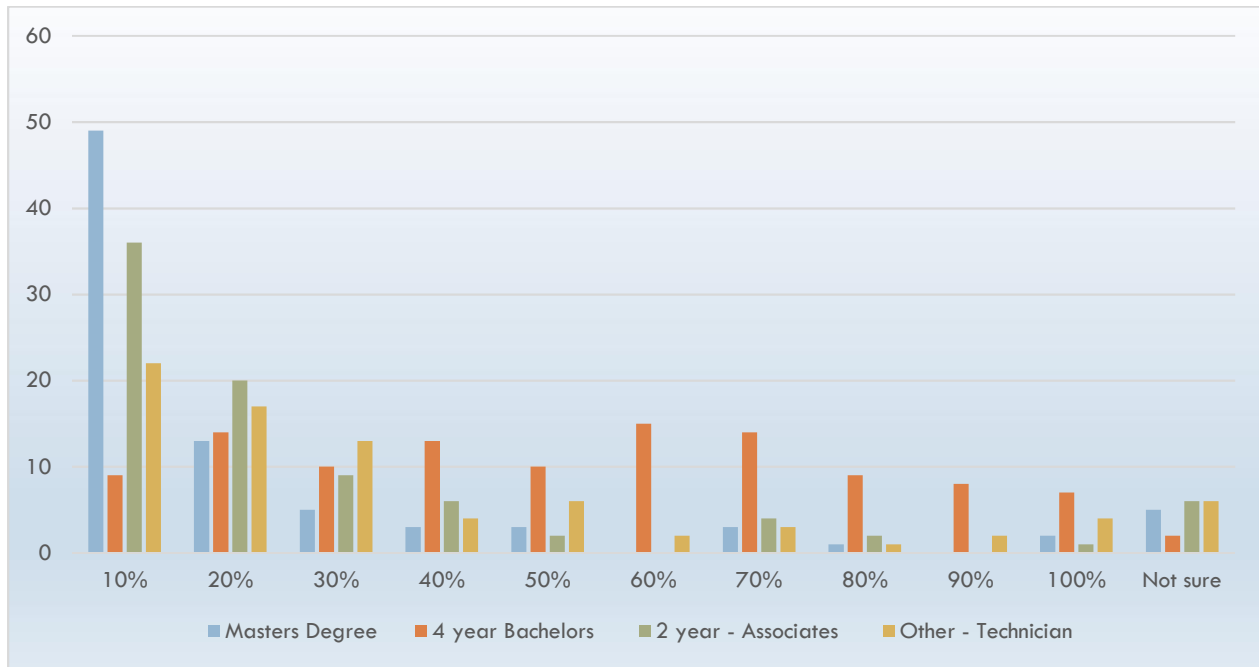


TOP 3 WORKFORCE CHALLENGES NOW



*Noted in the other category: call center, power plant operators, field personnel, Lineman, researchers, cybersecurity, scientists, technical and legal experience in utility field, and instrument technicians.

PERCENTAGE OF POSITIONS THAT REQUIRE A SPECIFIC DEGREE



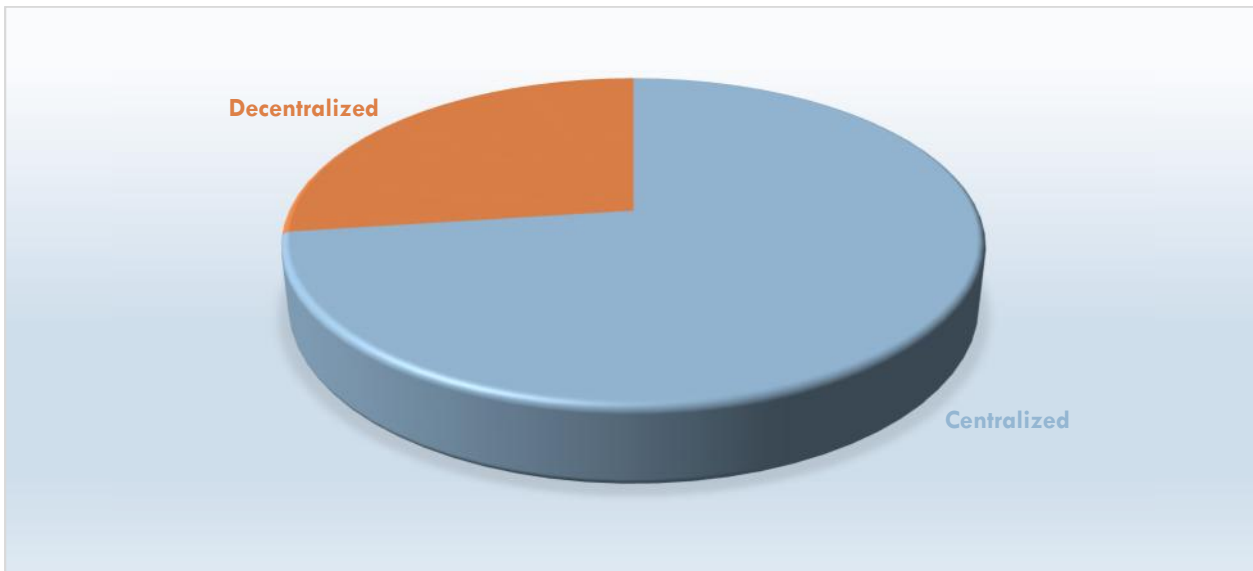
TALENT ACQUISITION BUDGET AND SPEND

This section shows how budgets are used for talent acquisition. The specific question asked was “What is your estimated annual budget for the following acquisition services?”:

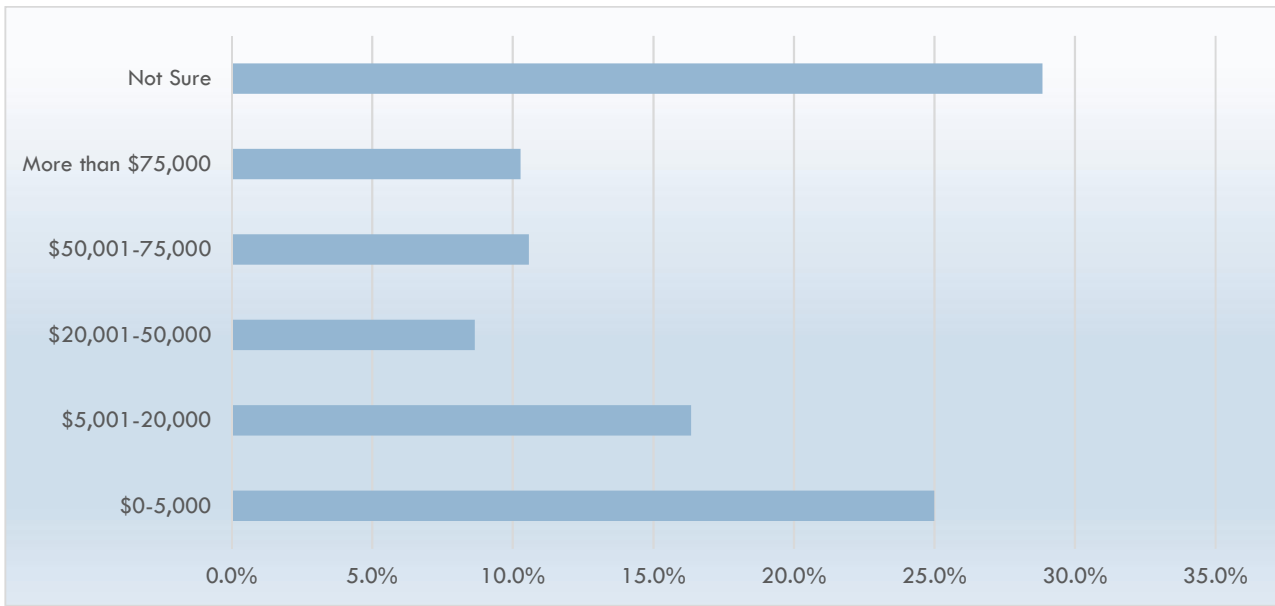
-) Recruiters
-) Job Board Advertising
-) Job Distribution Services (Indeed)
-) Social Media
-) Employment Branding
-) Recruiting Process Improvement (ATS/RPO)

We broke out each of the items above into their own chart below:

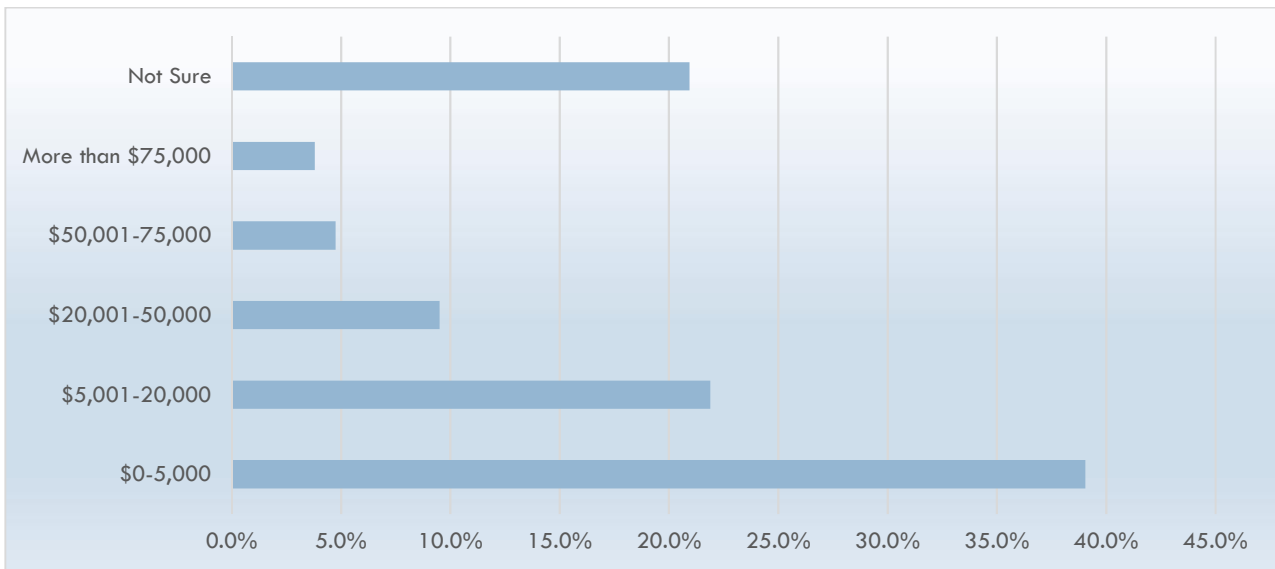
HIRING BUDGET CENTRALIZED OR DECENTRALIZED



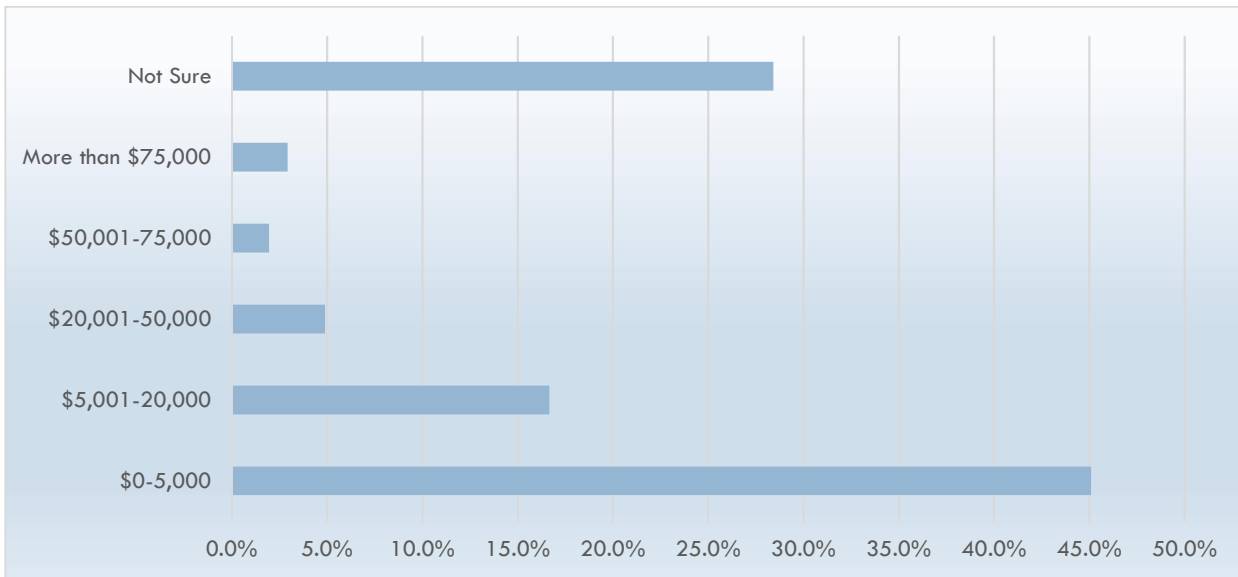
SPEND FOR RECRUITERS



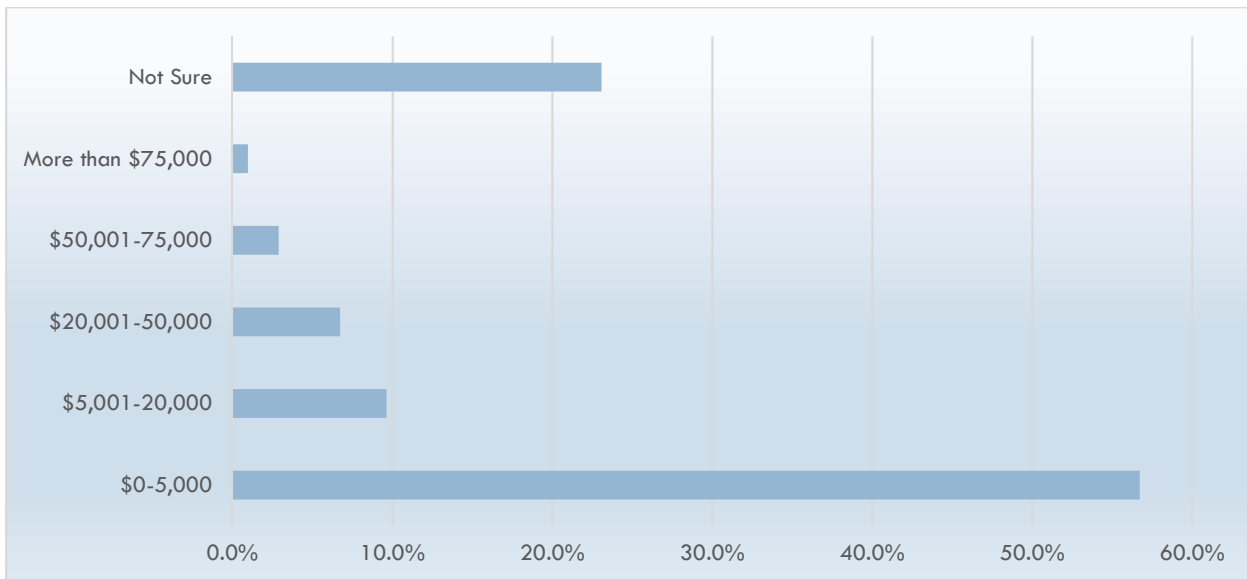
SPEND FOR JOB BOARD ADVERTISING



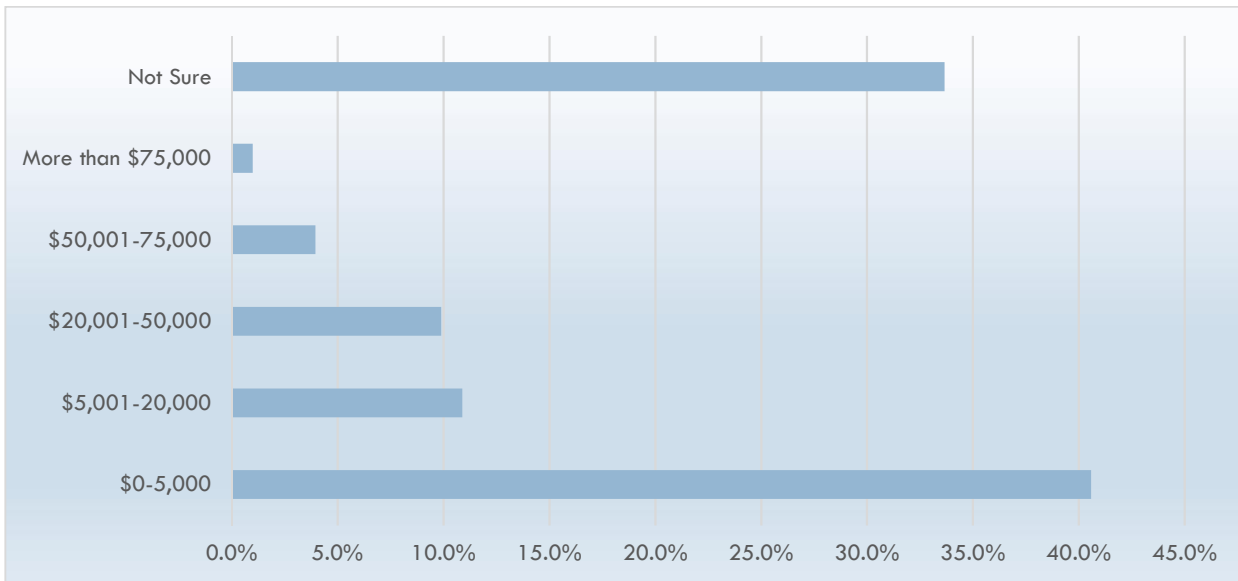
SPEND FOR JOB DISTRIBUTION SERVICES (INDEED)



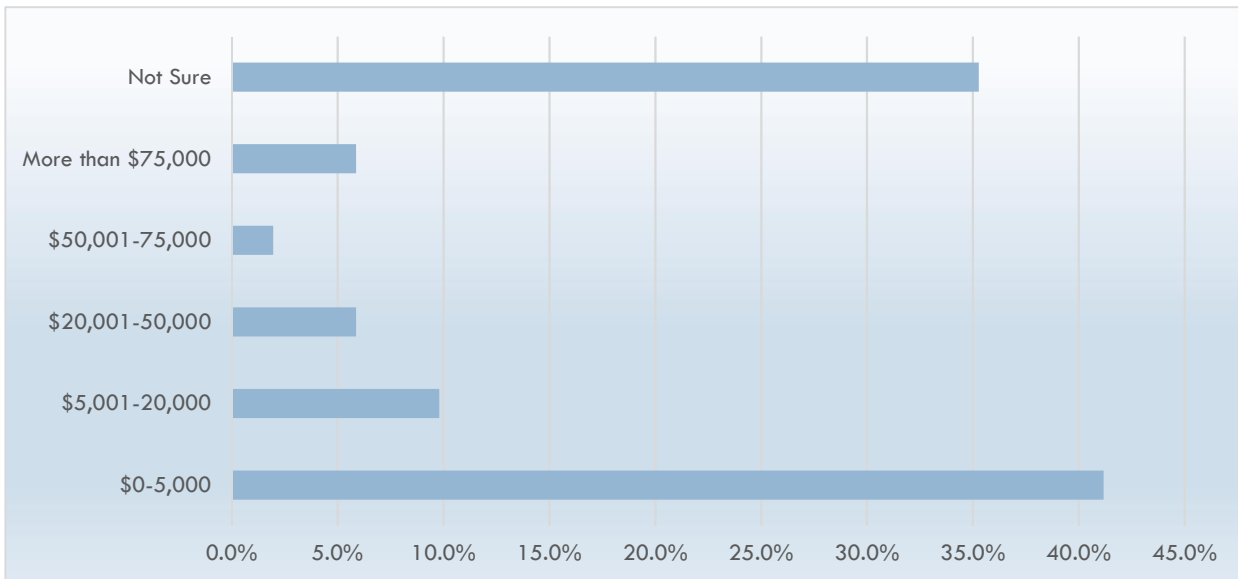
SPEND FOR SOCIAL MEDIA



SPEND FOR EMPLOYMENT BRANDING



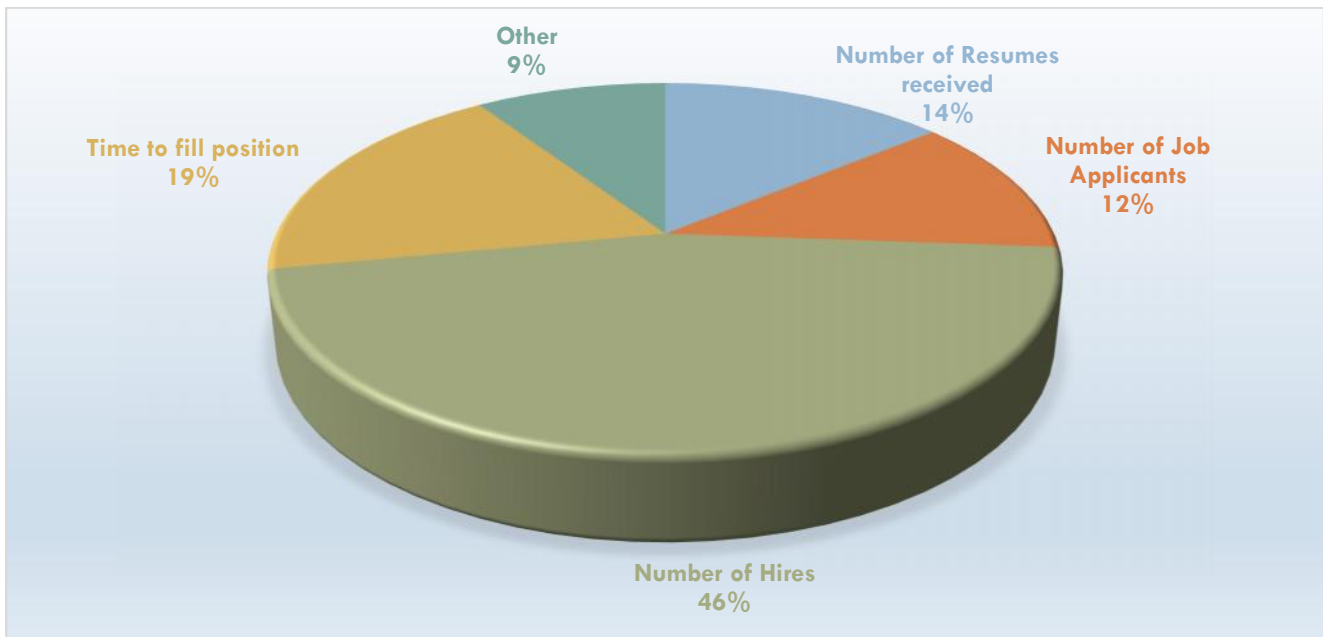
SPEND FOR RECRUITMENT PROCESSES IMPROVEMENT (RTO/RPO)



METHODS USED FOR TALENT ACQUISITION AND WHAT WORKS BEST

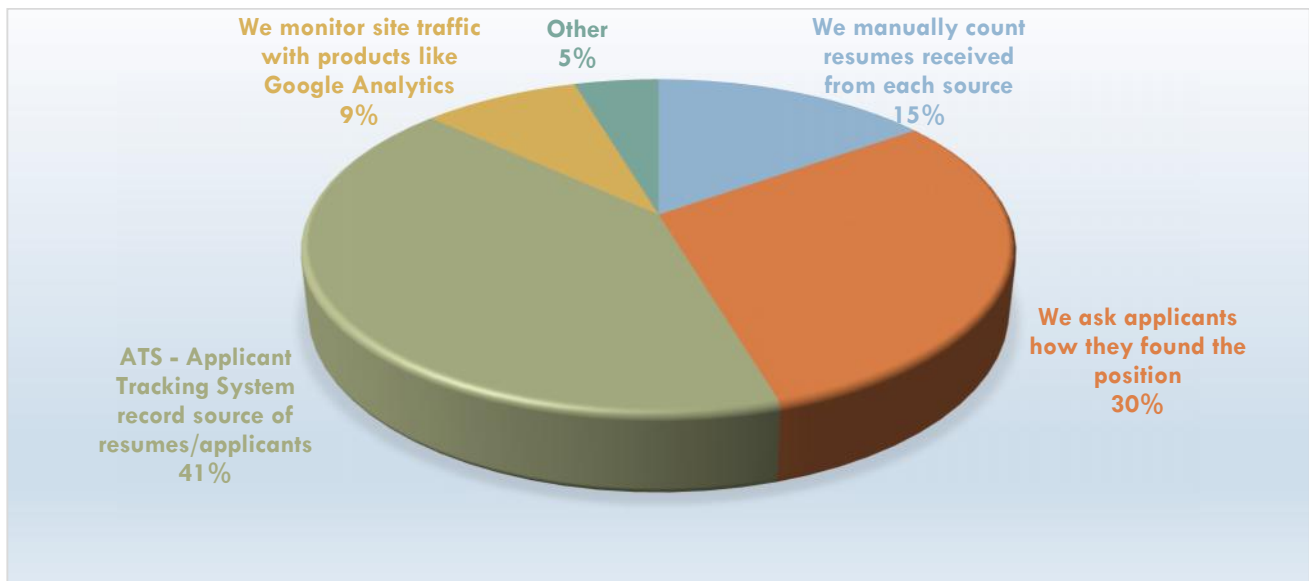
In this section, we will review methods our respondents use for talent acquisition and which ones perform best. In addition, we will show expected results, how these are measured and systems used to track results.

PRIMARY MEASUREMENT USED TO DETERMINE EFFECTIVENESS OF RECRUITING CHANNELS

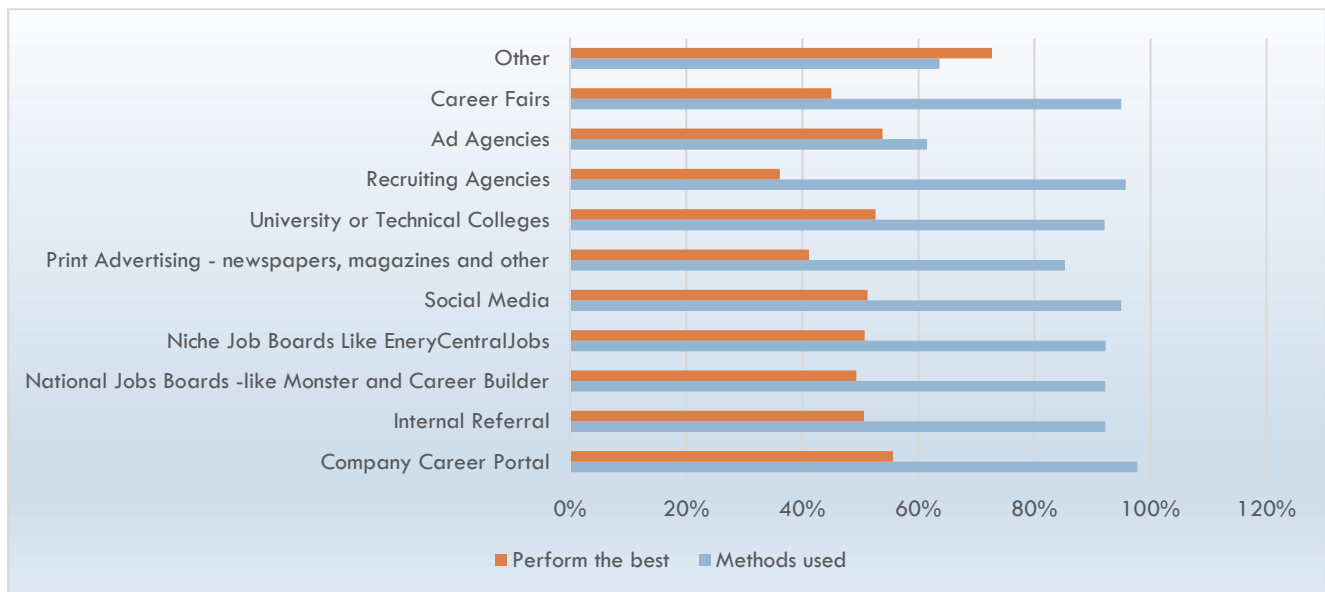


*Noted in the other category: Quality of applicants.

HOW MEASUREMENTS ARE GATHERED

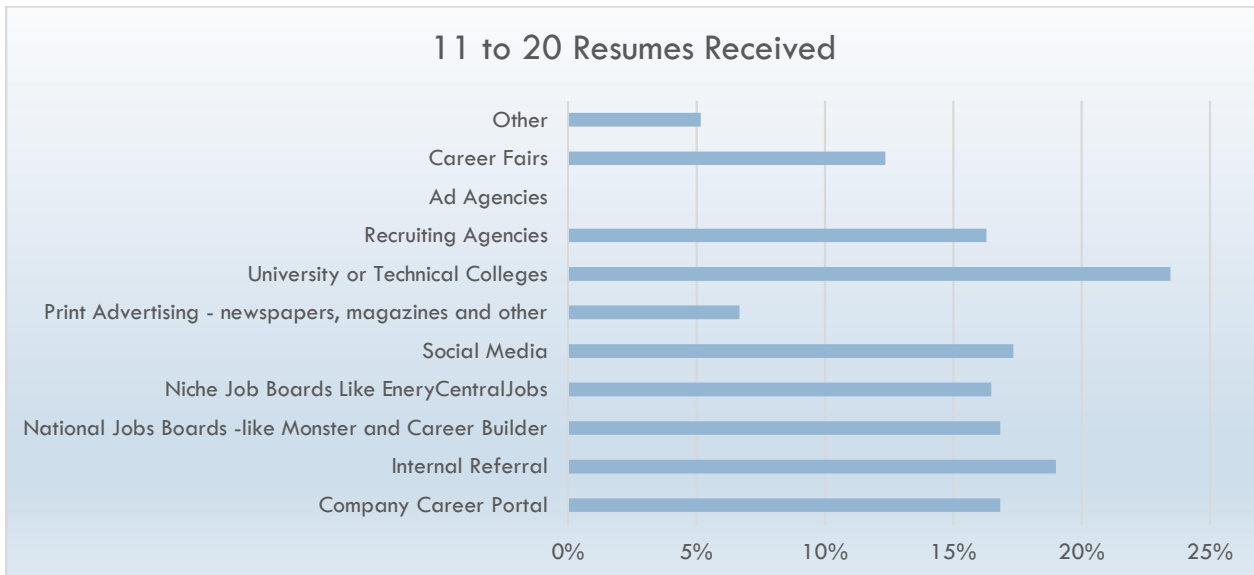
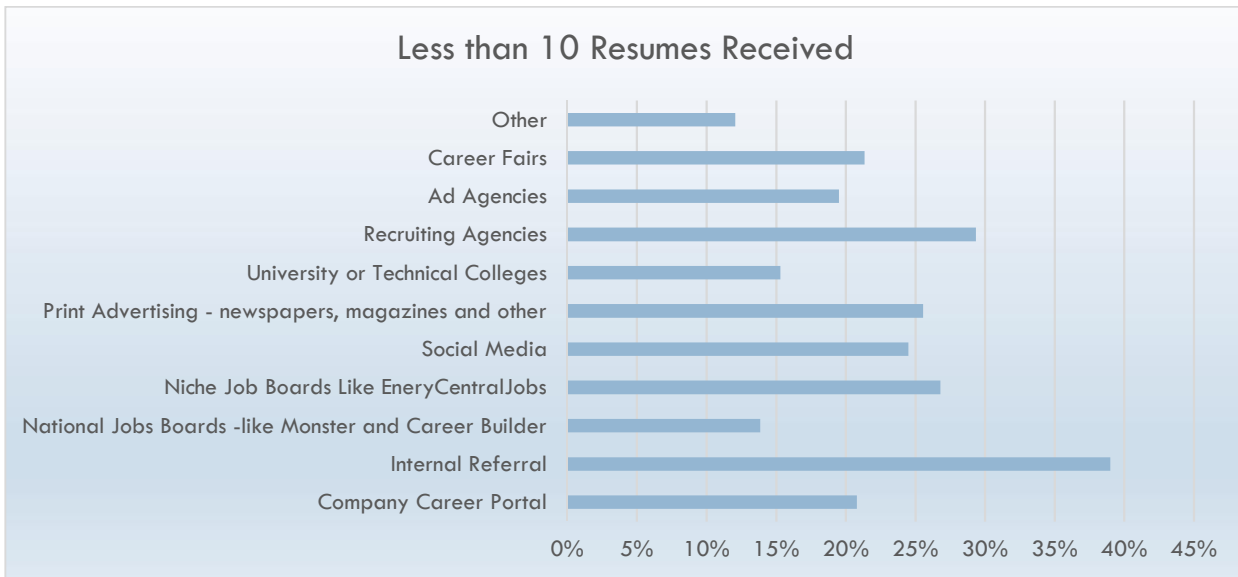


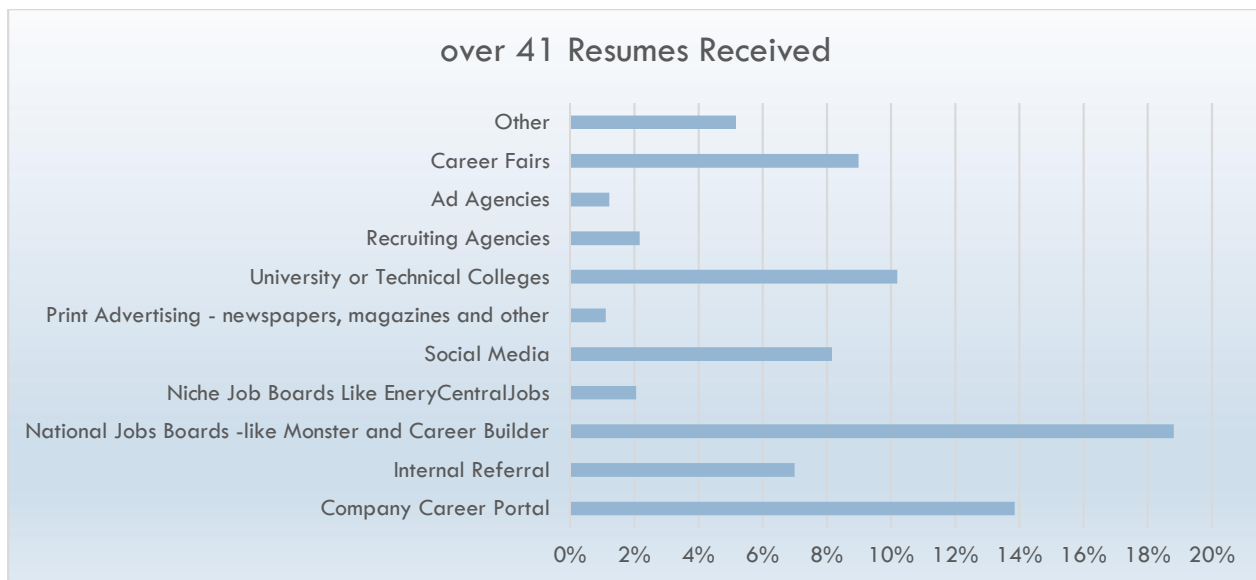
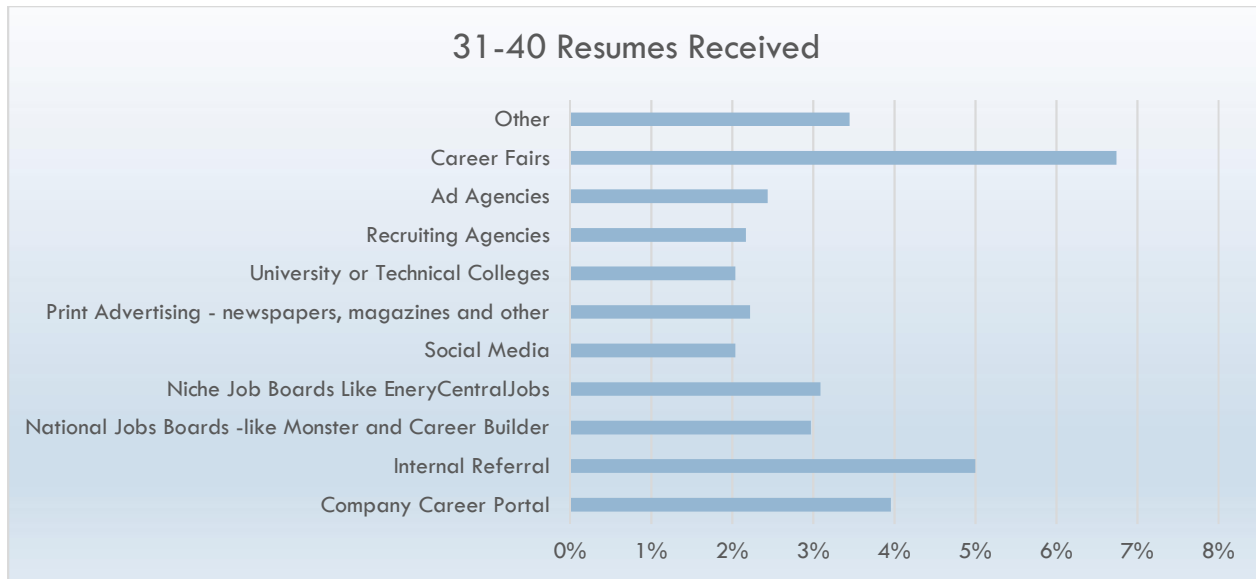
METHODS USED FOR TALENT ACQUISITION AND HOW THEY PERFORM



*Noted in the other category: Professional networking, referrals, e-blasts, Boolean searches, union shops, and local public and non-profit employment agencies.

TYPICAL NUMBER OF RESUMES RECEIVED FROM METHODS USED

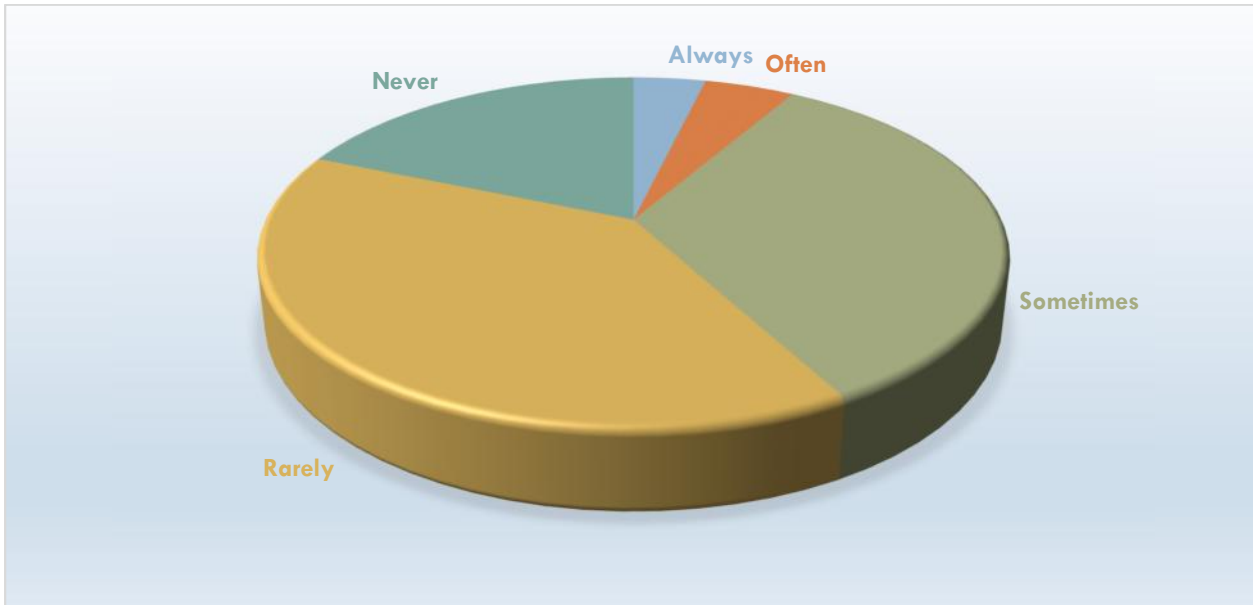




RECRUITING FIRMS

This section reviews the usage of recruiting firms, positions recruiting firms are used to find, cost per hire and retention rates.

USE RECRUITING FIRMS



FIRMS MOST MENTIONED

-) Aerotek
-) Manpower
-) Mycoff
-) RCS
-) Robert Half
-) TEK

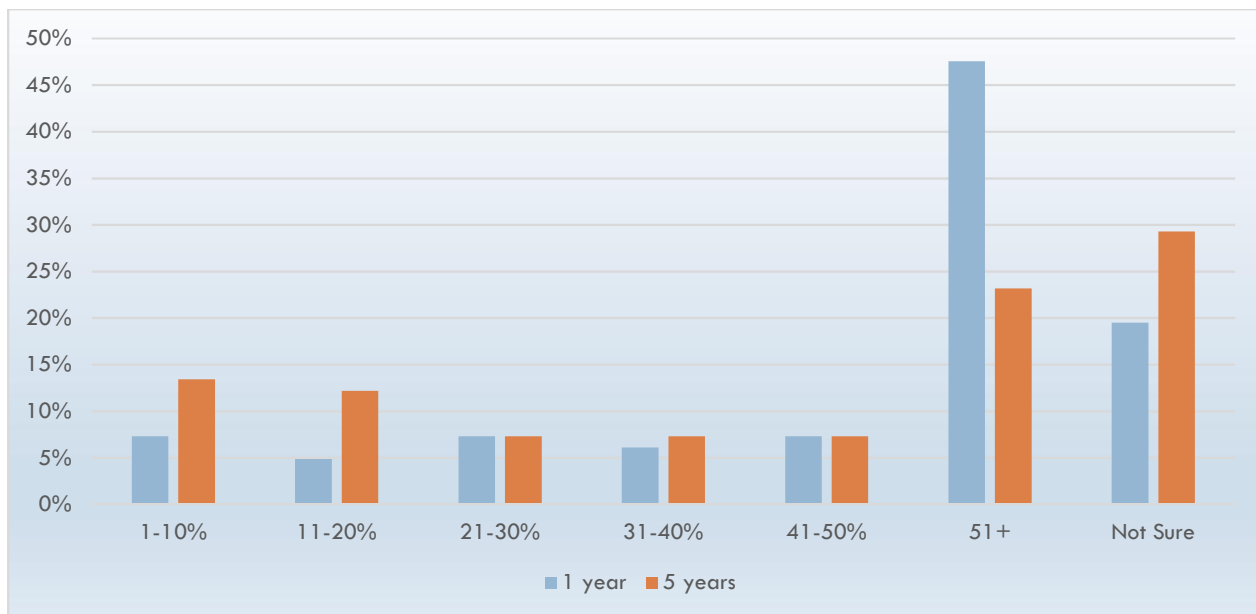
POSITIONS TYPICALLY GIVEN TO RECRUITING FIRMS

-) Positions that take over 90 days to fill using other methods
-) Engineering
-) Highly specialized positions
-) Technicians
-) Mid-level management
-) Snr level management

AVERAGE COST PER HIRE

-) Costs range from \$3K all the way up to 80K depending on type of position
-) Fees range between 10 – 30% of annual salaries

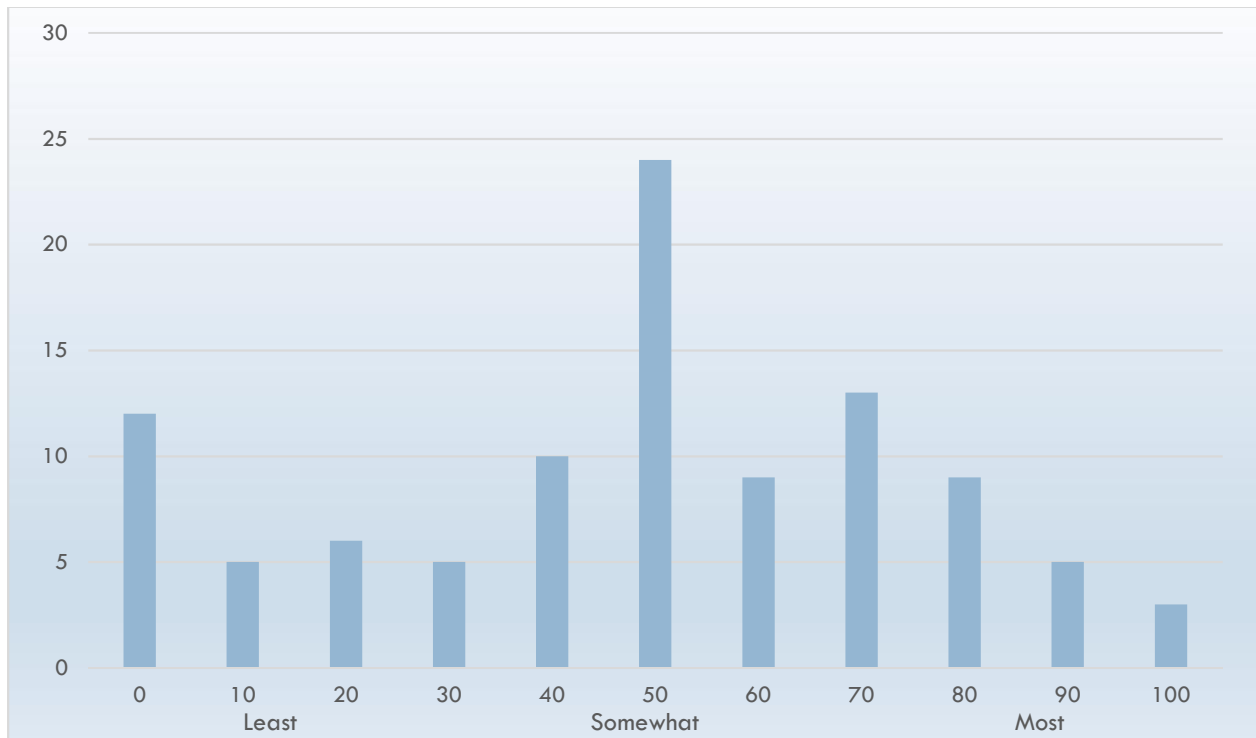
RETENTION RATE AFTER HIRING FROM RECRUITING FIRM



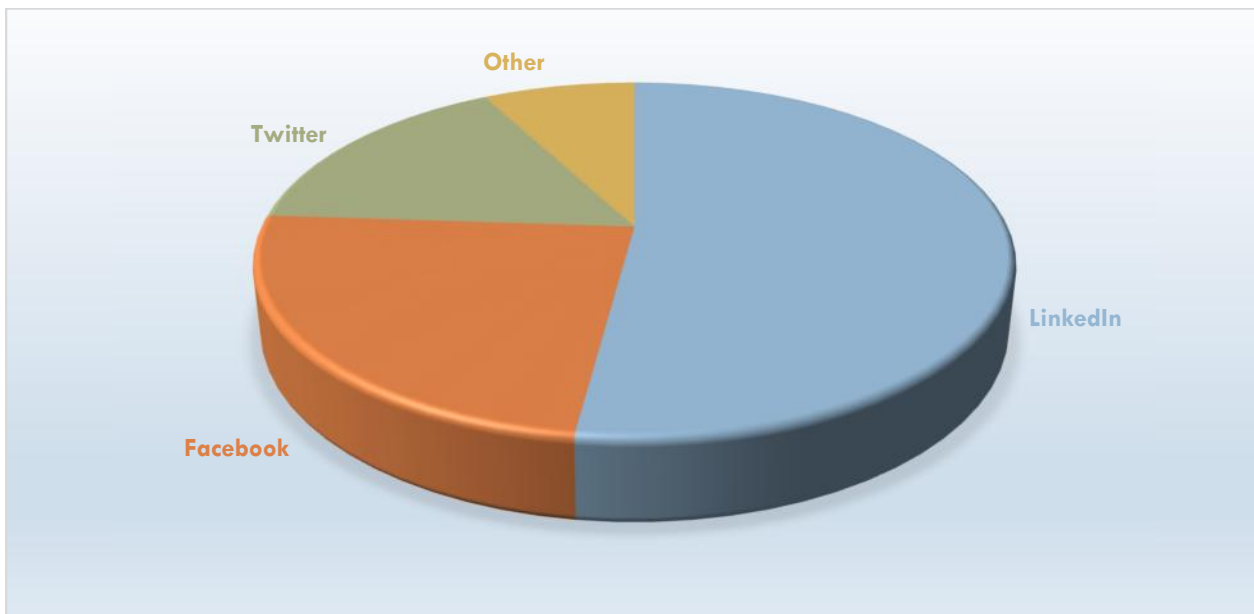
SOCIAL MEDIA

With the growth of social media, we decided it was important to include this section in the talent acquisition survey. This section reviews the usage of social media, which sites are used, and which produce the best results.

IMPORTANCE SOCIAL MEDIA IS TO YOUR TALENT ACQUISITION



SOCIAL CHANNELS USED



*Noted in the other category: Instagram and Glassdoor

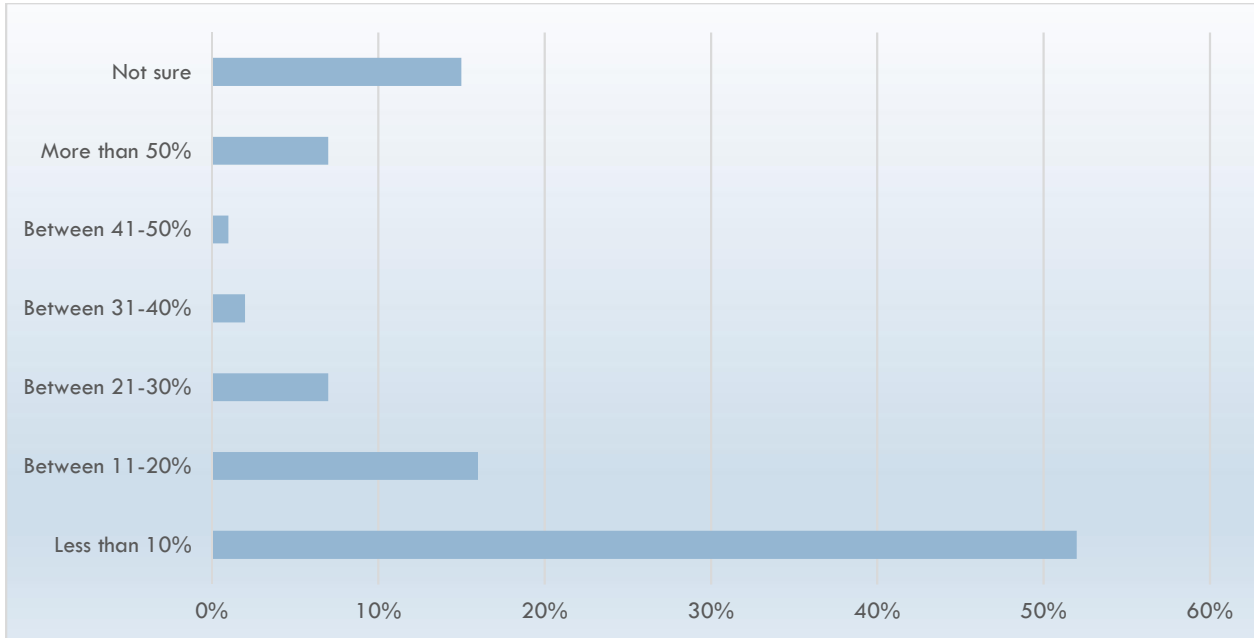
WHICH CHANNELS PRODUCE THE BEST RESULTS:

- #1 - LinkedIn
- #2 - Facebook
- #3 - Twitter
- #4 - Other

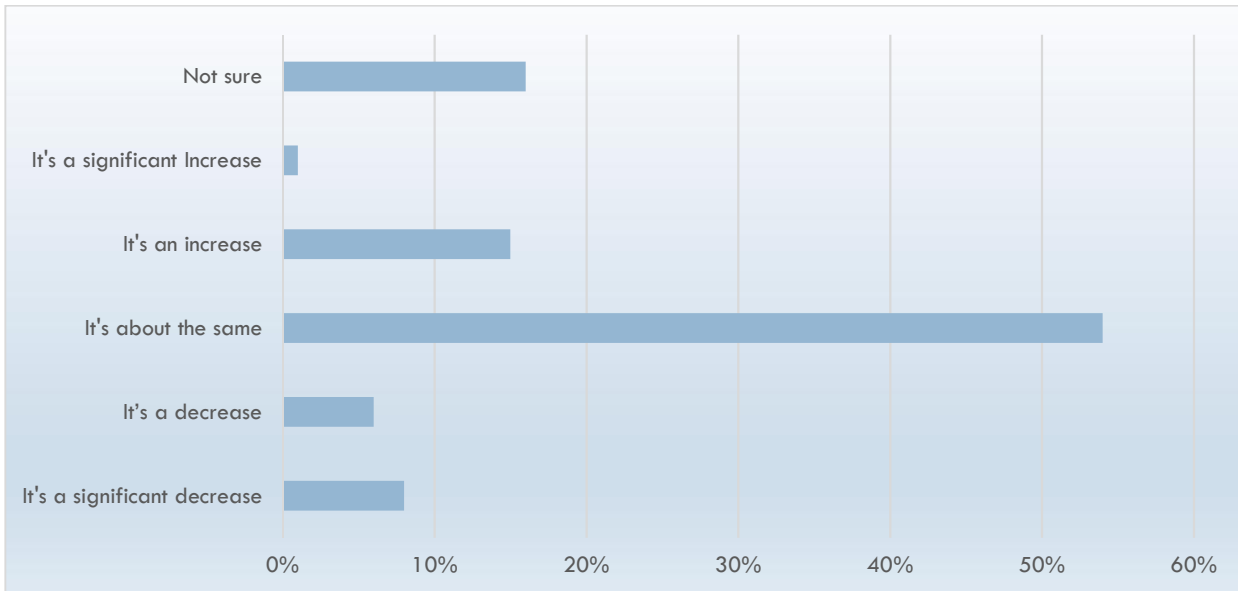
CONTRACTING

This section looks at the use of contractors, projected use of contractors and how they are obtained.

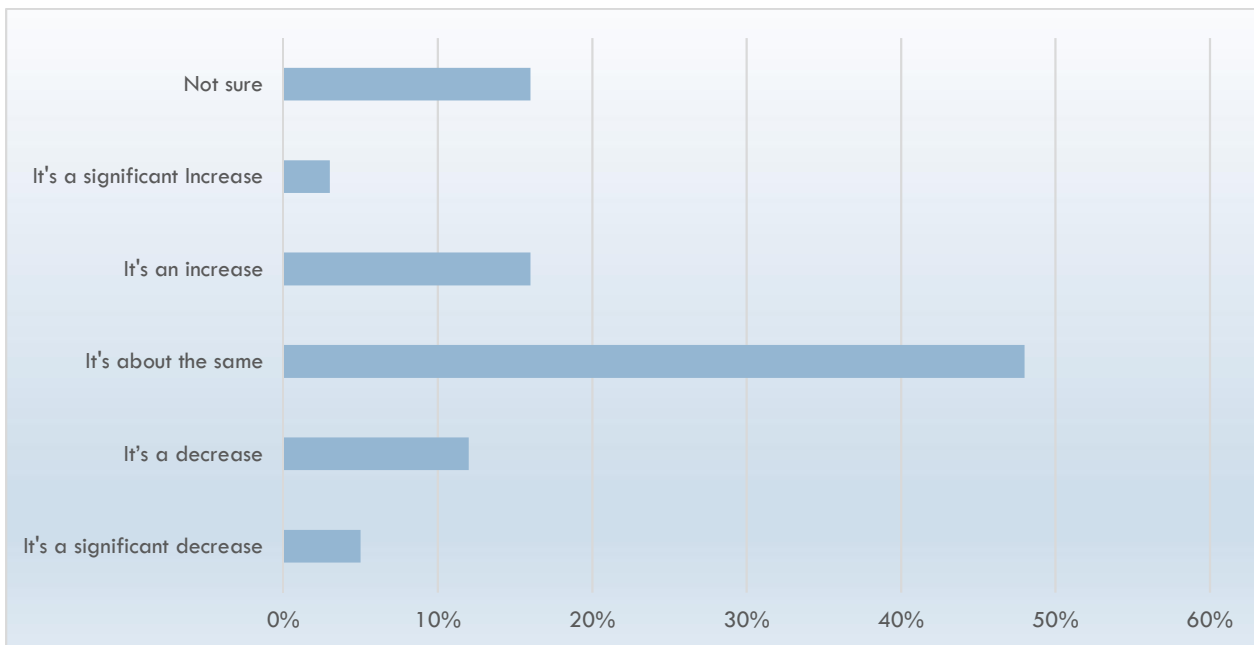
PERCENTAGE OF ORGANIZATION'S STAFFING IS EXPECTED TO BE CONTRACTORS IN 2018-2019



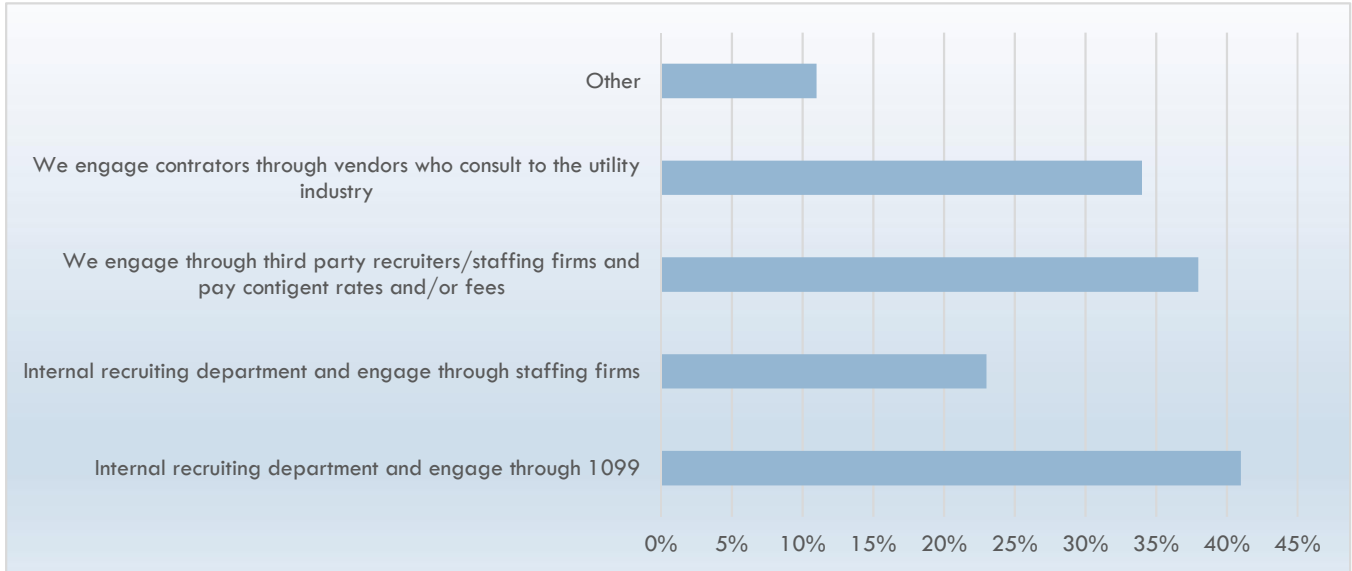
FROM EXPECTATIONS FOR 2018-2019- HOW DOES THIS COMPARE TO YOUR CURRENT CONTRACTOR USAGE?



IN 2019-2021 DO YOU EXPECT YOUR CONTRACTOR % TO INCREASE OR DECREASE?



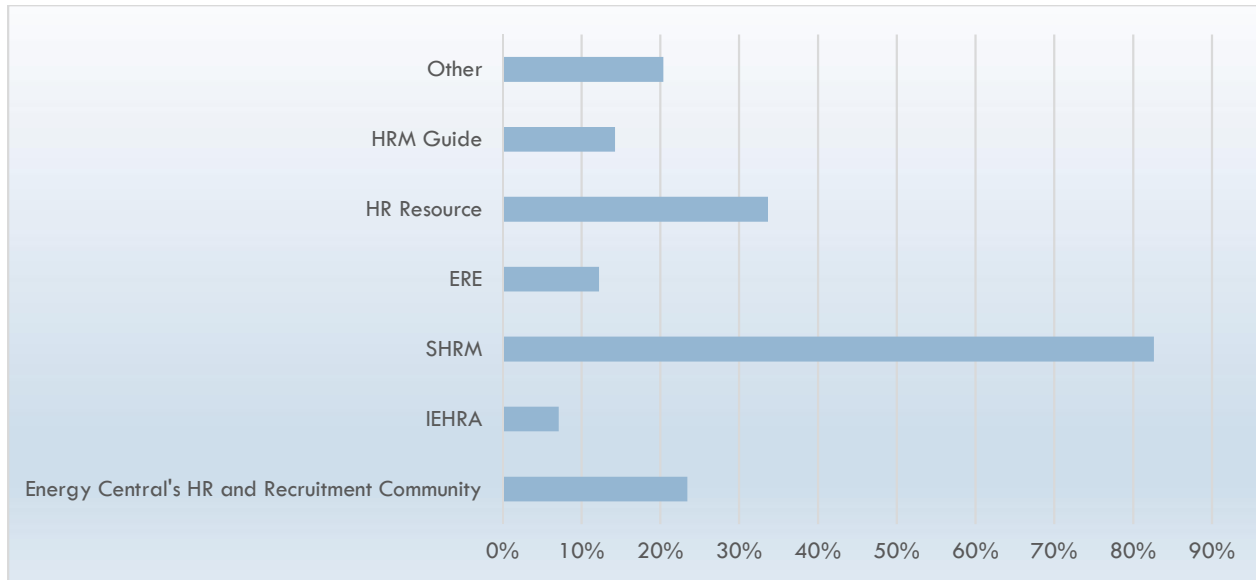
WHICH METHOD DOES YOUR ORGANIZATION USE TO FIND AND ENGAGE CONTRACT RESOURCES



OTHER

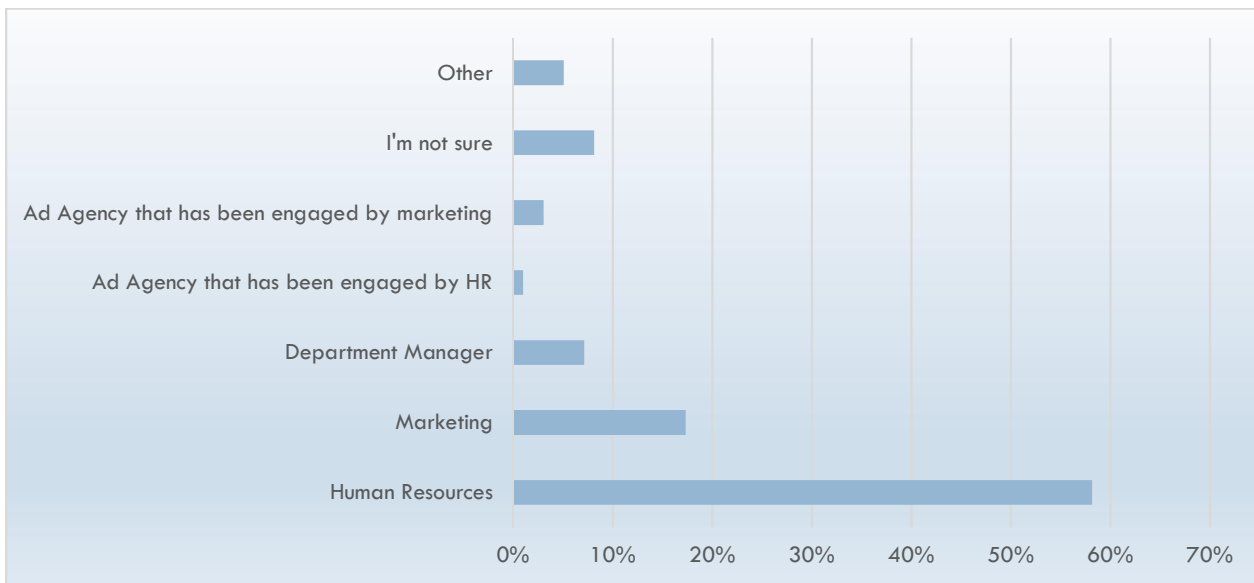
This section covers general questions asked that we thought may be of value.

WHAT SOURCES ARE USED TO KEEP UP-TO-DATE ON HR RELATED ISSUES



Noted in the other category: NHRA; white papers, webinars, local seminars; Chamber of Commerce; associations memberships; networking; WRIPMA; CALPELRA; HRCI; IPMA; and CEWD.

WHO OVERSEES EMPLOYMENT BRANDING?



*Noted in the other category: Corporate Communications and President.