

Attracting and Retaining a Highly Skilled Workforce

Investor-owned electric companies are key drivers of job growth in the United States as they build critical energy infrastructure, provide affordable and reliable energy for customers, and strengthen America's national and economic security.



Workforce Training and Development

From supporting skills-development programs to STEM education tracks to resources for veterans, women, youth, and adults interested in energy, electric companies are prioritizing the development of a skilled and competitive workforce.

New and innovative technologies are driving efficiencies for investor-owned electric companies and are a key piece of America's electricity demand growth. As energy jobs become increasingly technical, we need to attract and develop more workers with specific STEM backgrounds and technical skills.

In collaboration with the Center for Energy Workforce Development (CEWD), we engage with community partners and allies in government, labor, schools, and throughout the private sector to:

- Ensure skills training and educational alignment with industry needs.
- Develop the next generation of energy workers.
- Connect members of our communities with long, fulfilling, good-paying careers.

EEL also creates industry-specific employment tests to help member companies develop a pipeline of qualified employees and build high-performing teams.

7 MILLION

The electric power industry supports more than **7 million American jobs** and accounts for **1 in 20 jobs nationwide**.

\$1.1 TRILLION

Companies plan to invest **more than \$1.1 trillion** during the next five years to build new critical energy infrastructure.

30 MILLION

The industry will fill as many as **30 million energy jobs** during the next 10 years.

Celebrating Our Workforce

Nearly 250 million Americans depend on investor-owned electric companies and their employees to power their lives. Behind every wall outlet or light switch, there is a dedicated workforce focused on serving millions of customers across the country.

America's more than 100,000 electrical lineworkers have the critical responsibility of maintaining and enhancing the grid against a variety of threats. They often work around the clock in dangerous conditions following hurricanes, wildfires, tornadoes, winter storms, and other extreme weather events to ensure that the customers and communities they serve have access to safe and reliable electricity.

Each year, EEI partners with the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA) to recognize **National Lineworker Appreciation Day** on July 10. Our engagement with Capitol Hill led to **nearly 150 members of Congress** co-sponsoring resolutions in 2025 to honor America's lineworkers. The Senate resolution passed by unanimous consent.

Honoring Our Veterans

Nearly 1 in 10 energy workers are military veterans—well above the national average. Military veterans are uniquely suited for active, hands-on, mission-oriented careers in energy. Electric companies have a longstanding history of hiring veterans and providing them with support, professional development, and networking opportunities.

EEI supports several organizations, including CEWD, the Troops to Energy Jobs forum, and the Veterans in Energy employee resource group to support military veterans and help them translate their skills into rewarding energy careers.



Partnering With Organized Labor

Our workforce initiatives are carried out in concert with our partners in organized labor, including the IBEW, NECA, and North America's Building Trades Unions.

We know that we are stronger when we work together. **A strong labor-management partnership fosters a highly skilled workforce, strong safety practices, and a shared commitment to serving our customers and communities.**

We regularly convene industry and organized labor leaders at the national and regional levels through the National Labor and Management Public Affairs Committee, giving us a shared and powerful voice to advocate for public policies that support grid resilience, safety, and other key priorities.

We Are the Energy That Powers America



Edison Electric Institute
701 Pennsylvania Avenue, NW
Washington, DC 20004-2696
202-508-5000 | www.eei.org

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