

Recharging energy benefits: key strategies for the industry



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Employers in the US energy and utilities sector face many uncertainties in the years ahead—the clean energy transition, expanding global markets, changing workforce demographics and longstanding disparities.

Amid these challenges, a variety of employer-provided benefits stand out for their ability to help companies in the sector weather these storms and take advantage of new opportunities.

These insights are based on an Economist Impact survey of 1,500 full-time workers across medium to large companies in the US, including 500 in the energy and utilities sector.

1

Improving retention with purpose-built, future-focused benefits

The industry is facing retention challenges

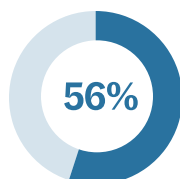
Turnover is at an all-time high and tenure is trending down

In 2022 attrition reached **7.2%** (people leaving their jobs for non-retirement reasons).

Hiring to replace these workers is also at an all-time high.¹



The workforce is young, diverse and prone to jumping jobs



56% of the workforce has under ten years of experience in the sector.²



- ➔ Non-white representation among young workers is growing.
- ➔ Minorities in the sector are more likely to leave their jobs.³

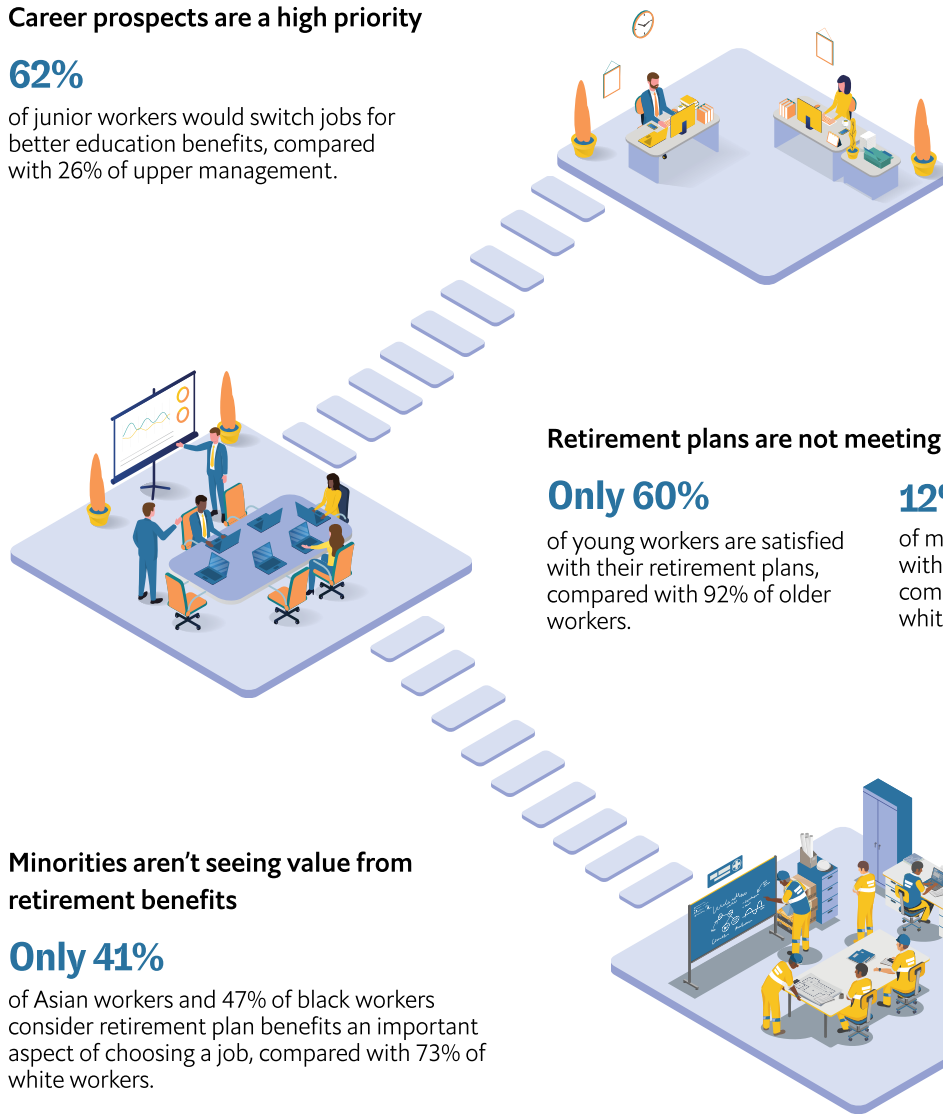
Fostering an experienced and committed workforce

Benefits should be strengthened to help create clear career paths and enable young workers to prepare for the future.

Career prospects are a high priority

62%

of junior workers would switch jobs for better education benefits, compared with 26% of upper management.



Retirement plans are not meeting needs

Only 60%

of young workers are satisfied with their retirement plans, compared with 92% of older workers.

12%

of minorities are dissatisfied with their retirement plan, compared with just 3% of white workers.

Minorities aren't seeing value from retirement benefits

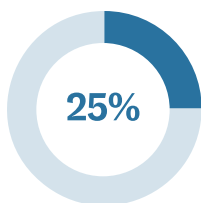
Only 41%

of Asian workers and 47% of black workers consider retirement plan benefits an important aspect of choosing a job, compared with 73% of white workers.

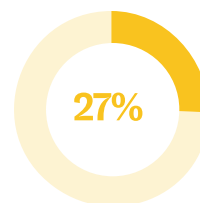
2

Addressing the gender disparity with inclusive benefits

Women are underrepresented across the energy sector⁴



of the energy workforce⁵



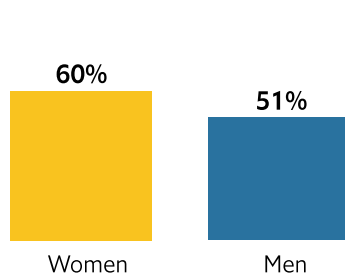
in clean energy

compared with **47%**⁶ in the broader US workforce

A holistic benefits package is crucial in supporting women

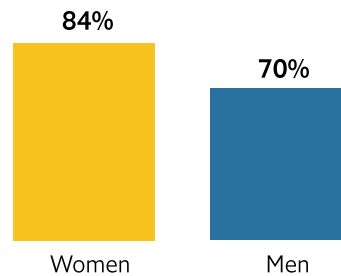
Retirement

"This is an important consideration for me in choosing a job"



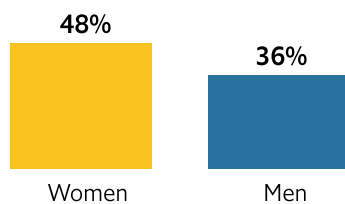
Health insurance

"This is an important consideration for me in choosing a job"

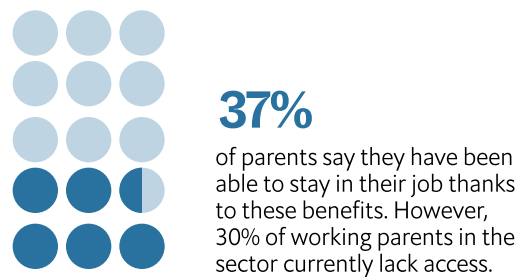


Paid time off

"I would consider switching jobs for better paid time off benefits"



Family planning and childcare benefits



Parental leave

More than just maternity leave, this encourages gender equality and supports a wider range of family structures.

3

Keeping up with global growth by diversifying benefits for immigrants and minorities



Job opportunities in the industry are growing

More than 100 climate, green energy and environmental investments are expected to create more than **9 million jobs** in the US over the next decade.⁷

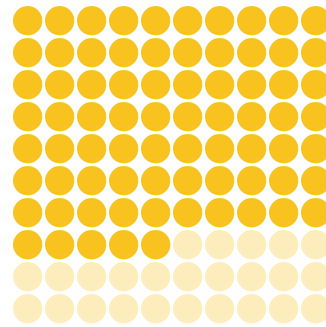
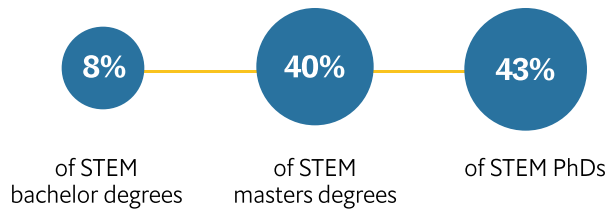
As the sector expands, it is increasingly tapping into a global talent pool



1 in 4

STEM workers in the US are immigrants.⁸

In 2020, international students accounted for:



Three-quarters

of electrical engineering graduates are international students, many of whom face difficulties in navigating life in the US after graduation.⁹

Top-tier benefits are needed to compete



55% of minorities say they don't have enough **paid time off** to devote to family and personal pursuits

An annual set of floating holidays can be more inclusive for immigrants and religious minorities than standard, US-observed holidays.

62% of minorities say **education benefits** contribute to their happiness and success at work

Expanded education benefits can include programs for non-American workers that bridge the gap from educational institutions to the workplace (eg, mentorship networks, support for visa applications and renewals, and pathways to residency).

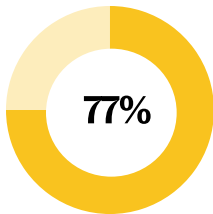


77% of minorities say **financial wellness benefits** are useful to them

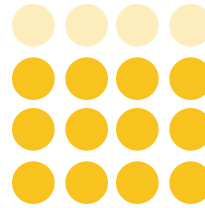
Options attractive to immigrants include financial advice and assistance (eg, finding housing, setting up bank accounts, navigating retirement benefits).

Unlocking greater return on investment through the power of wellness benefits

Energy and utilities workers love wellness benefits



would consider **switching jobs** for better wellness benefits



Three-quarters

of workers say physical, mental and financial wellness benefits are useful or important to them

Wellness benefits can be a lifesaver in coping with the industry's physically demanding jobs.



Research has shown that one of the main stressors on utility systems is workers getting sick¹⁰

Wellness benefits have wide-ranging impacts for businesses



Job satisfaction

They boost both extrinsic and intrinsic job satisfaction.¹¹



Reduced absenteeism

They have been observed to reduce absenteeism costs by 41%, from \$144 to \$85 per participant.¹²

Healthy workforces

They are frequently implemented as a way to cut medical costs, raise vaccination or health screening rates, and promote healthy behaviors.¹³

For example, wellness programs are associated with:

+ 8%

of workers who engage in regular exercise¹⁴

+ 14%

of workers who report actively managing their weight¹⁵



Wellness—a key strategy for success

Given the sector's strong affinity for wellness benefits, along with their relative cost-effectiveness, a key area of focus for the industry should be greater investment in diverse wellness programs

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