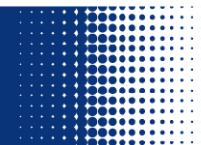




Securing Resources for Investment

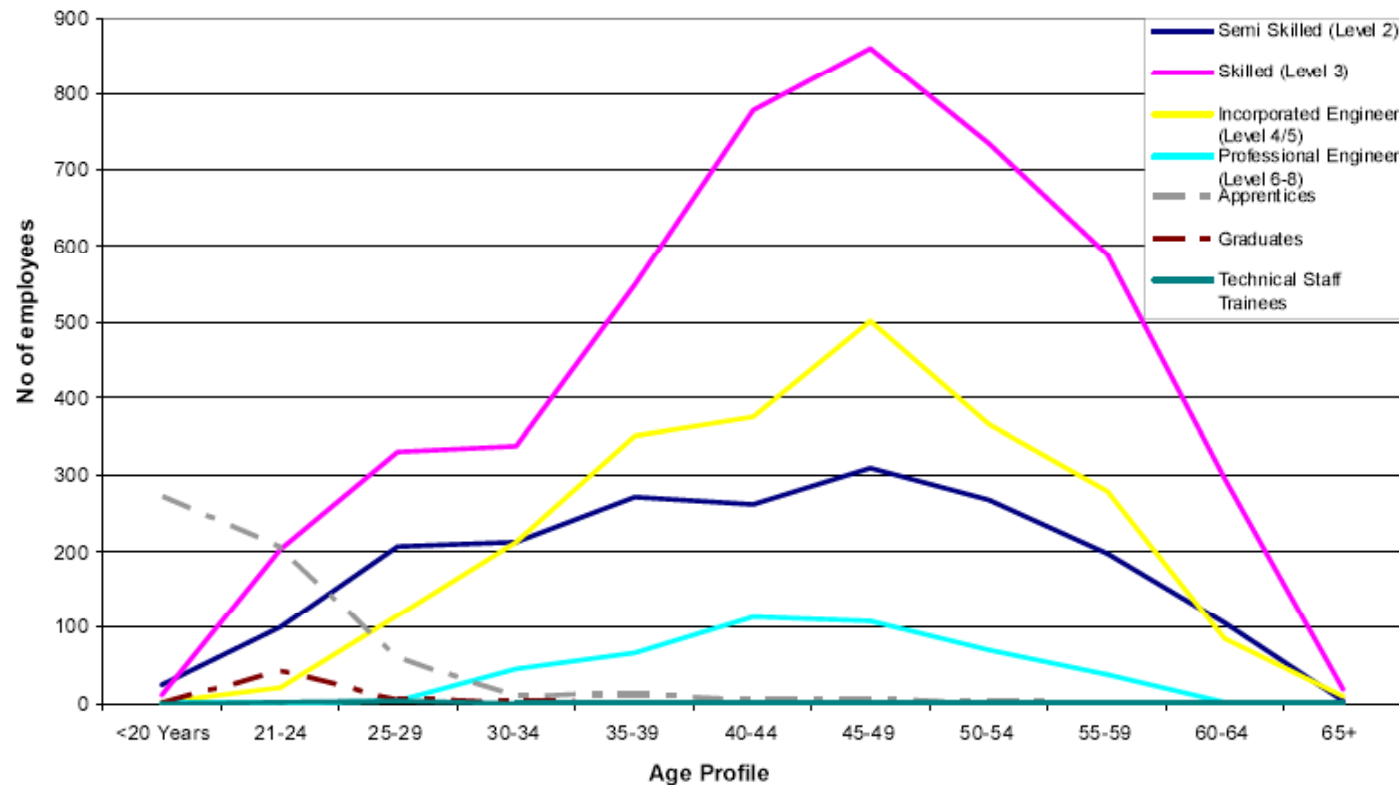
Ofgem Networks and Financial
Issues workshop
Monday 19 May 2008



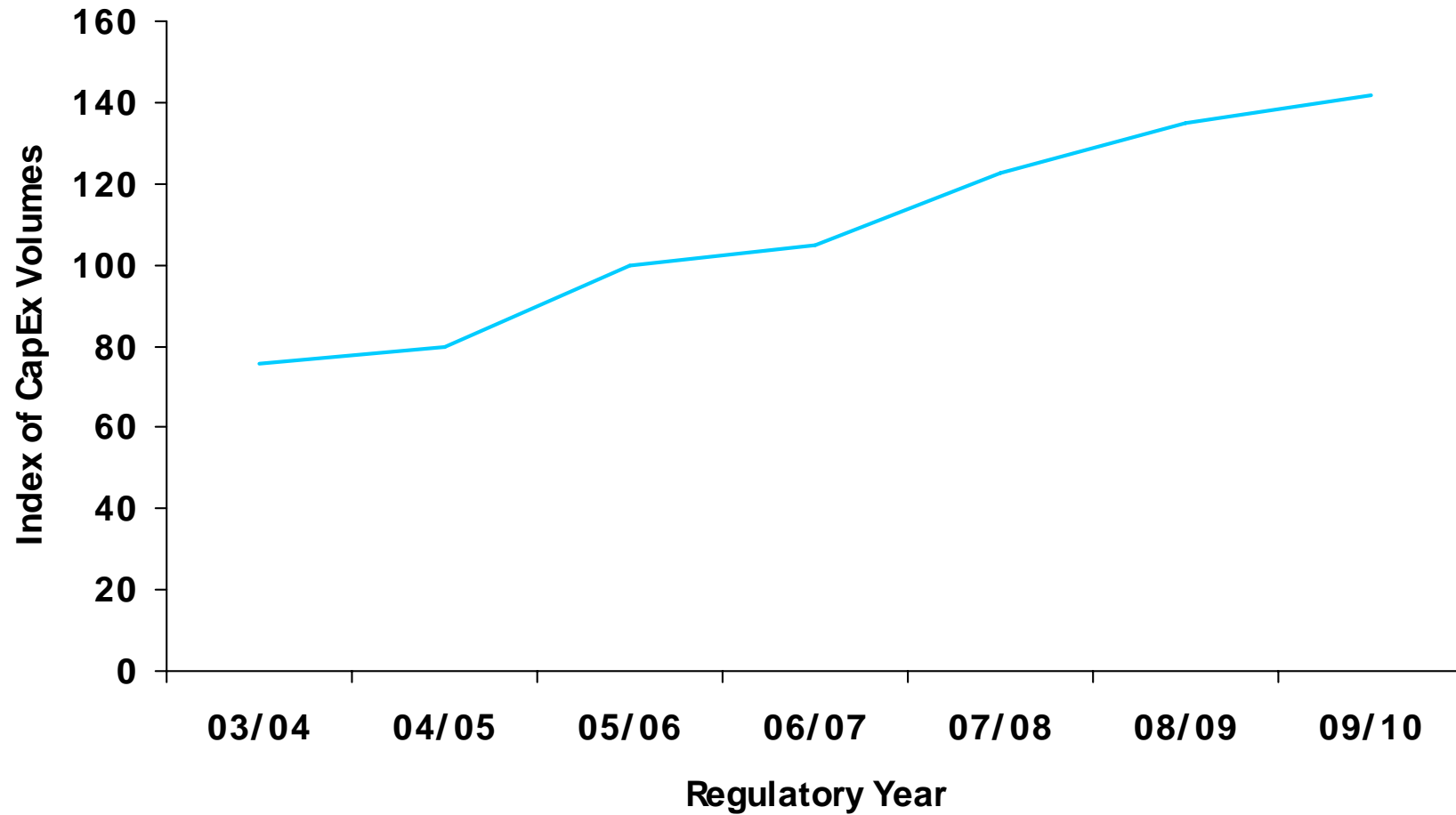
- Demographic factors are creating a decline in the availability of skilled & professional electrical resource

Power sector companies – Age profile November 07

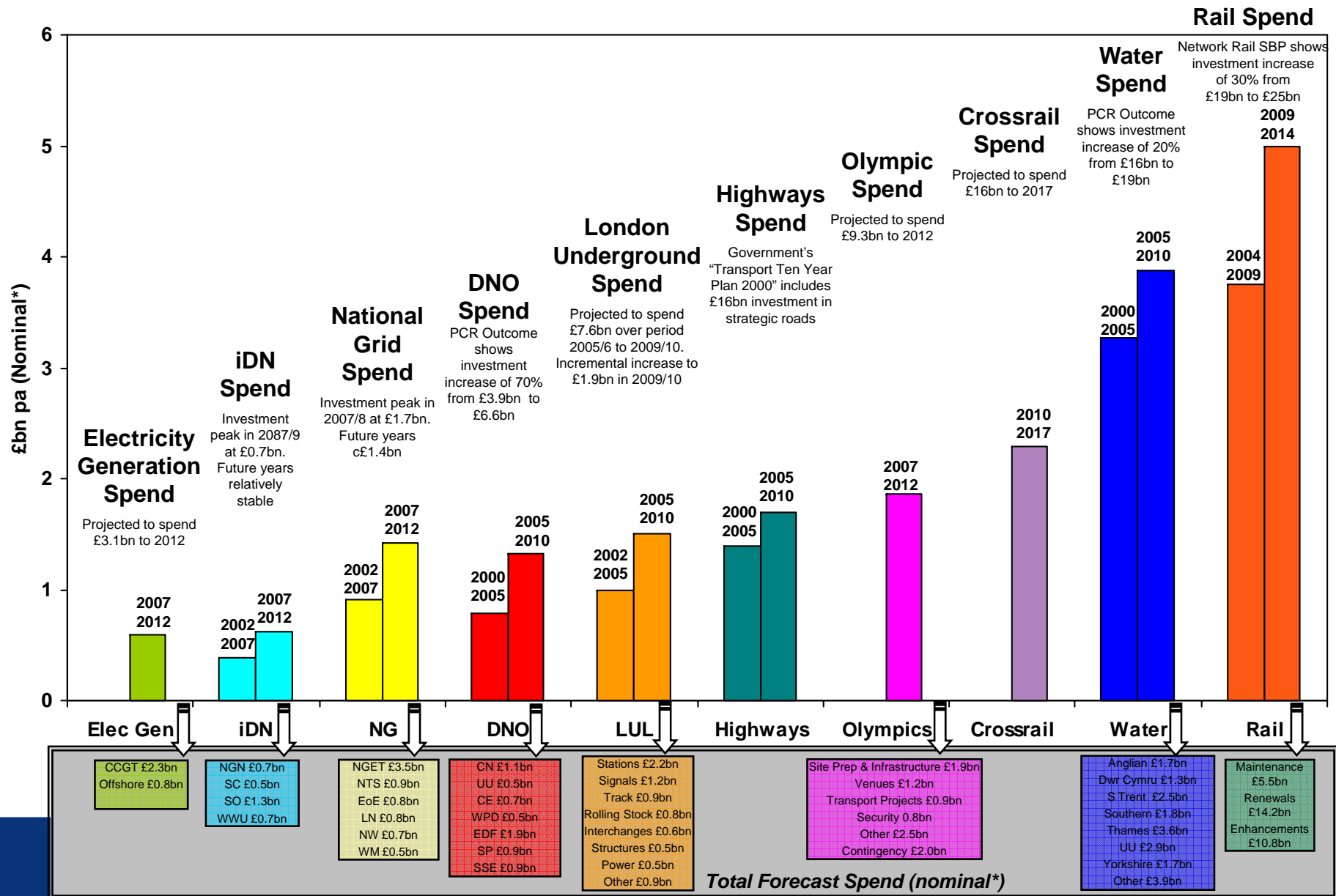
Electricity Industry-wide - Actual Employment Numbers



❖ DNO Investment is increasing



❖ DNO's compete with other sectors for skilled resources

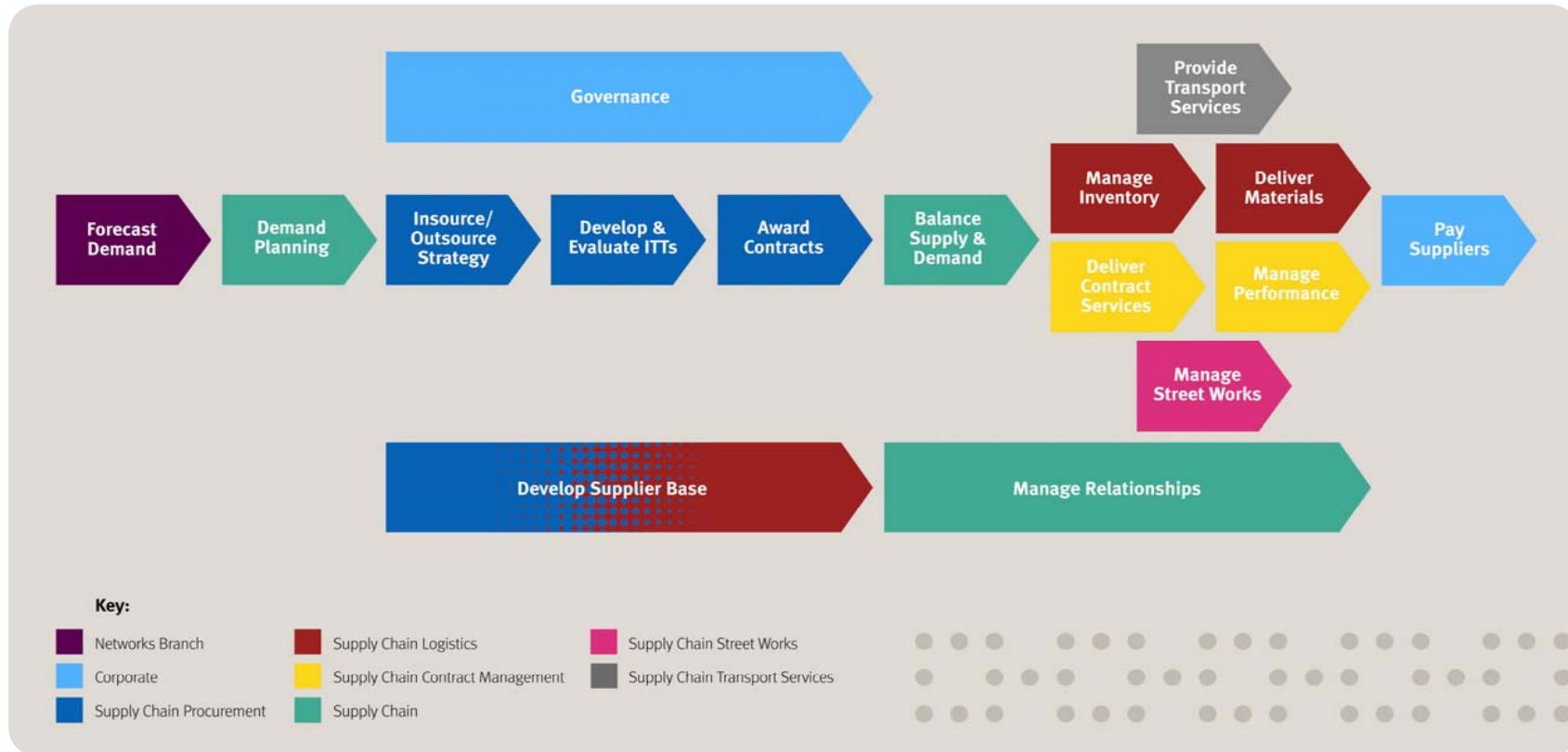


*Assumed future price increases at RPI



❖ Is there a need to take a new approach to resourcing?

- An Integrated Supply Chain ensures that the organisation is working seamlessly to ensure delivery



- Developing and integrating supply chain skills
- Supply chain is regarded as a core delivery function

• More effective relationships with supply chain partners are required



- Integrated Delivery Teams
- Sharing investment plans for review at concept stage
- More engagement with suppliers at all levels
- Better forecasting of requirements
- Longer term commitments support investments in skills

❖ Securing resources requires effective planning

- Resourcing is a core part of the DPCR5 programme
- Large scale investment requires a new approach to portfolio management & planning
- Develop delivery plans both internally and with suppliers
- Understand the impact that Relative Price Effects have on investment

• There is a need for a joined up resourcing strategy covering both internal and external resources

- Planning Requirements

- Resourcing strategy
- Long term manpower planning

- Investment in training & development programmes

- Apprenticeship Scheme / Graduate Engineering programme
- Power Academy / Programme in Power Distribution
- In house Control Engineering and Design Engineering development programmes
- Technical Engineering Programme

- Long term development

- Power Sector Skills Strategy Group creation of a Sector Brand
- Schools Engagement Strategy

❖ So what is the resourcing elevator pitch?

- An ageing workforce, increasing investment and increasing competition for skilled resources mean there is a need to do something different.
- We think that the appropriate solutions are:
 - Focusing on an integrated supply chain delivery organisation
 - Working more effectively with supply chain deliver partners
 - Planning ahead and planning better
 - Developing a more joined up internal resource delivery strategy