

# Knowledge Transfer



## Issue Summary

Workforce turnover is an issue facing the entire industry. As an increasing number of skilled technicians and engineers become eligible for retirement, the loss of system-specific experience and expertise is imminent. Without sufficient practices in place to capture and transfer this knowledge, valuable information can be lost.

## Time Estimates & Action Plan



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The HPWG hosts educational webinars on knowledge transfer techniques, and address challenges specific to the electric industry.



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WECC, the HPWG and stakeholders develop a guide to help entities perform evaluations and identify strengths and weaknesses in their knowledge transfer practices.



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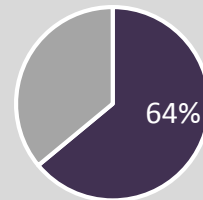
WECC, in partnership with stakeholders, drafts a best practices guide for knowledge transfer, including real-world examples and points of contact from across the industry.

## Analysis

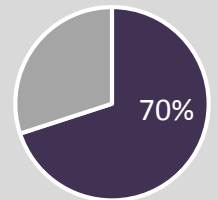
By 2024, nearly 1 in 4 people in the labor force are projected to be age 55 or over. Additionally, 10,000 baby boomers retire each day.

### Retirees exit the workplace sooner than expected

Expect to work in retirement for extra income:



Baby Boomers



Gen Xers

But... surveys indicate that:

50%  
of retirees ended up retiring earlier than expected

51%  
said health or disability reasons were to blame

19%  
said they did so for caregiving reasons

Source: Insured Retirement Institute

### Questions to consider:

1. Is this an appropriate issue for the Misoperations Reduction Strategy?
2. How would you rank the priority of this issue (high, medium or low), and why?
3. Do you feel each action could be accomplished in the proposed time frame?
4. Does the Action Plan adequately address the issue?
5. What is the likelihood that your company would adopt the Action Plan (likely, possibly, unlikely), and why?

