



Build for What's Next

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Workforce Supply Shortage

2M

Construction & utility worker shortage projected for 2026 — leadership pipelines hit hardest

32%

of Centuri new hires are Gen Z — a generation with distinct expectations for development & growth

7–9%

Annual compensation rise for utility trades — retention through development is a financial mandate

26%

of employees leave within 2 years — the window to build leadership readiness is shorter than most assume

Building the Craft Pipeline

A multi-channel sourcing engine — not one feeder school, but a portfolio aligned to your demand.

01 • TRADE SCHOOLS

Local & regional partnerships

Direct relationships with welding, lineworker, gas-distribution programs across our operating regions. Onsite recruiters at graduations.

02 • APPRENTICESHIPS

Earn-while-you-learn

Registered apprenticeship programs in T&D and gas distribution. Wages from day one, journeyman certification on the back end.

03 • MILITARY

Troops to Energy

CEWD partnership, MOS-mapped role placement, dedicated veteran hiring events and onboarding pathways.

04 • COMMUNITY

Schools & second-career

High school career days, women-in-trades initiatives, second-career bootcamps for adults transitioning into utility work.

108

Community, training & veteran partners

32

States with trade-school pipeline reach

94%

Of active FTE demand is union-classified

The Centuri Talent Playbook

Drawn from last year's session — refined, scaled, and now data-driven for 2026.

01

Pre-Recruiting

Build the pipeline before the job posting: schools, military, communities.

02

Recruiting

Fast, branded, mobile-first. Reduce time from application to offer.

03

Hiring

First 90 days set the trajectory with role clarity, safety, mentorship.

04

Development

On-the-job, foreman training, career paths, formal & informal mentoring.

05

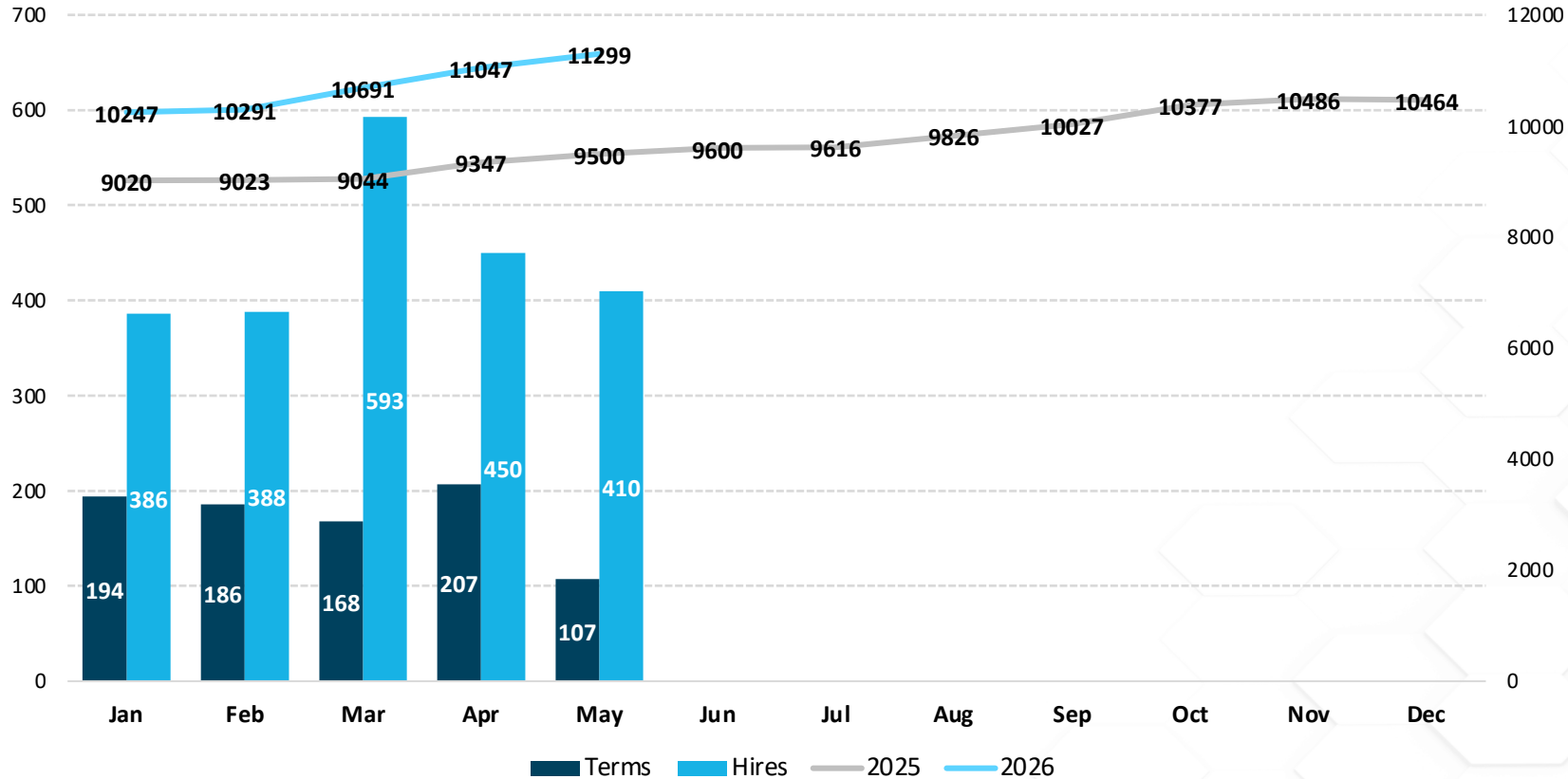
Retention

Recognition, DEI, stay interviews and purpose. We connect people to power and our work powers lives.

Workforce planning + AI + data = one talent system. None of these stand alone.

2026 Resource Delivery

INCREMENTAL HEADCOUNT BACKLOG GROWTH



- Centuri’s Headcount grows with our business demand
- Our Talent Playbook drives qualified pipeline of employees
- Talent Resource Delivery keeps HR/TA aligned with business

Talent Resource Delivery

1

Resource Delivery & Workforce Planning

Workforce and recruiting plans in place for every OpCo against backlog and growth scenarios. Success: demand-driven, not reactive.

2

Industry-Recognized Learning Programs

Tailored programs for executives, foremen, superintendents, and apprentices — union and non-union.

3

Continuous Improvement Learning Culture

Leadership competencies defined. Career paths in place for key functions. PDCA and After-Action Reviews embedded.

4

Employer of Choice & Total Rewards

Competitive, equitable compensation and integrated benefits strategies. Employee experience scorecard.

5

Field HR Enablement

Field HR partners equipped to drive the talent lifecycle locally with playbooks, tools, and coaching.



Centuri

Thank You