

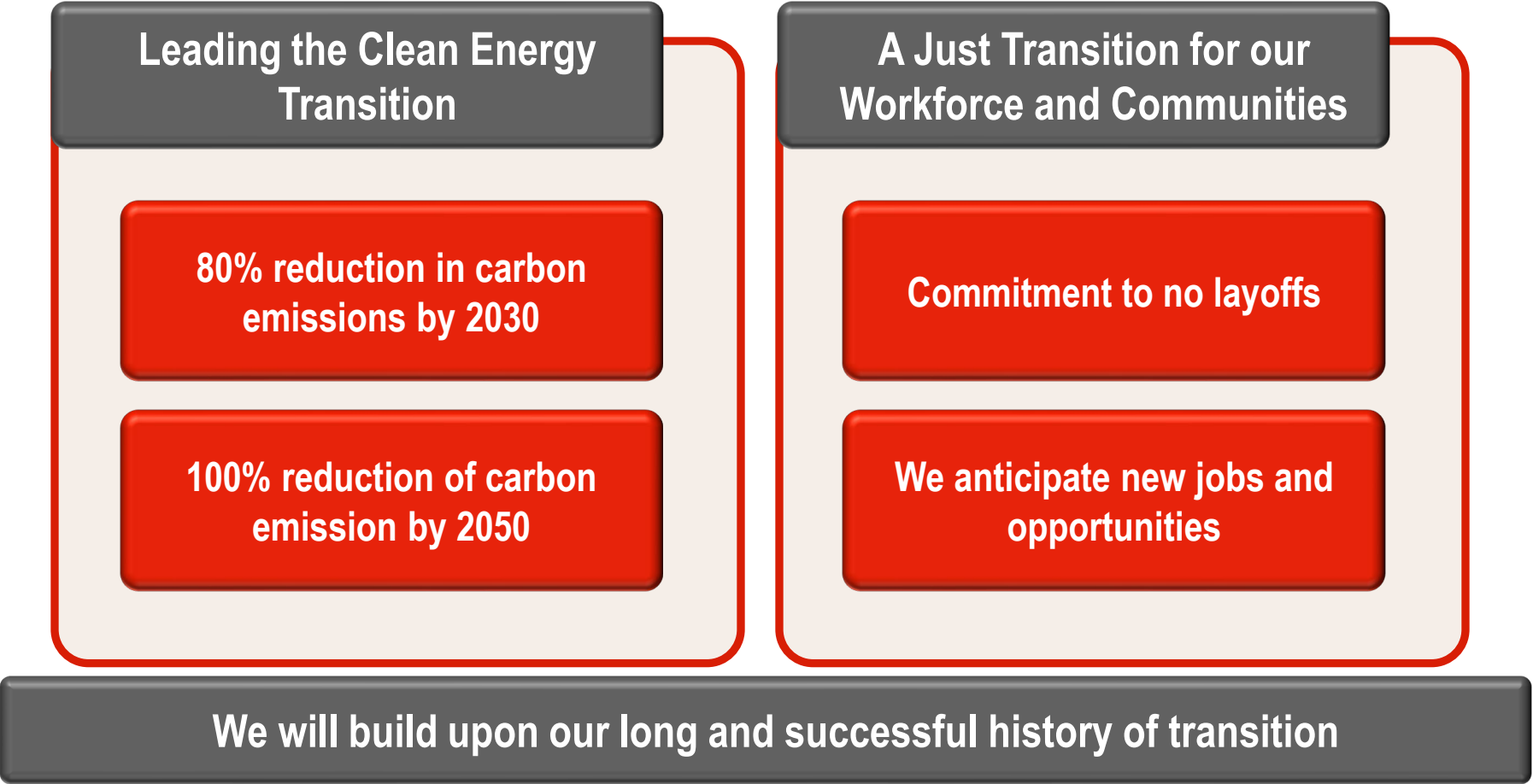
**ETAC 2025 Q4 MEETING**

# **XCEL ENERGY WORKFORCE TRANSITION PLAN**

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# OUR WORKFORCE COMMITMENT



# SITE & PEOPLE OVERVIEW

## Sherco Generating Plant

- 160 - 180 employees on site
- Down to two operational units
- Plan roughly 140 employees on site at time of closure
- ~90 employees will transition at time of closure
- Large mix of
  - Skillsets
  - Experience
  - Tenure
  - Stage in career
- One large generating facility in the area, proximity to service stations, and corporate roles

## AS King Generating Plant

- 70-80 employees on site
- One generating unit
- Plan roughly 70 on site at time of closure
- ~70 employees will transition at time of closure
- Large mix of
  - Skillsets
  - Experience
  - Tenure
  - Stage in career
- Several other sites in the area and across the river into WI, corporate roles



# WORKFORCE TRANSITION PLANNING

1



Model the existing impacted workforce, inventory skills, identify existing nearby opportunities, and create a workforce transition plan

2



Identify nearby transition opportunities:

- Future assets and construction,
- Potential insourcing of work
- Increases/decreases in workload
- Opportunities that will arise from natural attrition

3



Conduct transition conversations with impacted workers, map employee aspirations to opportunities, and perform skill gap analysis to determine re-skilling programs needed

4



Partner to stand-up transition programs with key stakeholders:

- Internal technical training
- IBEW & building trades
- Education providers with a diverse student population
- Department of Employment and Economic Development (DEED)
- MN Transition Legacy Office

5



Create and deploy workforce transition training resources, worker supports, and transition pathways

Encourage and support employees through their transition

Update the workforce plan and key stakeholders

# CONDUCTING TRANSITION CONVERSATIONS – WHAT & WHY



# INDIVIDUAL TRANSITION PATHWAYS



OTHER TRANSITION SUPPORT



# OUR WORK IS EXTENSIVE, BUT STILL ONLY A PART OF A BIGGER WHOLE

## Workforce

- Union Supported Elements
- State and Local Government
- Other Third-Party Workforce Development Organizations

## Outside of Workforce

- Economic & Community Development
- Advocacy Groups
- Legislation & Regulatory





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