



Utility Workforce Agility

A leading regional utility serving over 2 million customers strengthened workforce agility across engineering, field operations, IT, and administrative support—while improving compliance, retention, and supplier diversity outcomes.

50+
Skilled roles filled in under 12 months

58%
Faster time-to-fill vs. prior vendor

93%
Retention through full contract terms

5 days
Onboarding reduced from ~3 weeks



AT A GLANCE

Regional Utility Provider

A leading regional utility faced increasing operational demands driven by infrastructure modernization, regulatory compliance, and an aging workforce nearing retirement. They needed a reliable partner to deliver skilled professionals across engineering, field operations, IT, and administrative support—while meeting supplier diversity objectives.

INDUSTRY Energy & Utilities

WORKSTREAMS Engineering • Field • IT • Admin

PRIORITY Safety • Compliance • Speed

KEY METRICS

12-month impact

50+ Positions filled across critical functions

58% Reduction in time-to-fill

93% Placements completed full contract terms

20% Lower overtime + turnover cost impact

CHALLENGES

- Specialized workforce gaps across engineering, GIS, and technical trades.
- Tight project timelines tied to grid modernization and clean energy initiatives.
- Need for safety-certified, utility-compliant talent in strict regulatory environments.
- Supplier diversity requirements alongside union/safety and compliance constraints.

SOLUTION

- Dedicated utility talent team trained in energy and utility disciplines.
- Pre-screened, safety-certified candidates (OSHA, DOT, and utility compliance-ready).
- Blended workforce model: temp, temp-to-hire, and project-based placements.
- Rapid deployment model: onboarding reduced from ~3 weeks to 5 days.
- Diversity alignment: targeted 40%+ placements from underrepresented groups.

BENEFITS

- Faster execution on modernization initiatives**
Staffing velocity supported grid upgrades and clean energy timelines without HR bottlenecks.
- Safety + compliance built into every hire**
Pre-screened, credentialed candidates reduced risk in high-regulation utility environments.
- Cost control + supplier diversity progress**
Reduced overtime/turnover impact while strengthening Tier 1 supplier diversity outcomes.

CAPABILITIES DELIVERED

- Engineering & GIS**
Specialized utility disciplines
- Field Operations**
Technical trades • Safety-ready
- IT & Admin Support**
Operational continuity • Coverage

CLIENT TESTIMONIAL

“Conflux Systems’ understanding of the utility industry, combined with their commitment to diversity and talent quality, has made a measurable difference. Their team helped us fill critical positions quickly while ensuring compliance and excellence.”

— Director of Workforce Planning (Major Utility Client)

Need workforce agility for regulated environments?

We'll map the roles, compliance requirements, and hiring velocity you need—then execute fast.

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