



2026 NextGen Pre-Conference Workshop

April 27 | 2:30-5:30 p.m. | Omaha, NE

Hosted prior to the start of the 2026 Alltricity Network Spring Conference

About the Pre-Conference Workshop

How to Motivate, Mentor & Recruit the Next Generation of Early-Career Talent

As the electric utility workforce evolves, managers are increasingly responsible for engaging and retaining early-career professionals with diverse motivations and expectations. This pre-conference workshop, hosted by the Alltricity Network NextGen Committee, is designed for utility managers and leaders seeking strategies and insights to better understand what drives the next generation and how to lead them effectively.

Agenda

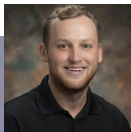
2:30 p.m. – 2:45 p.m.

WELCOME, INTRODUCTIONS & OPENING REMARKS

2:45 p.m. – 3:45 p.m.

PANEL: EXPLORING NEXT GENERATION MOTIVATIONS: DIRECT FROM THE ELECTRIC UTILITY INDUSTRY'S NEWEST LEADERS

- » **Clayton Anderson**, Senior Professional - Civil Engineering, WSP
- » **River Barton**, Journey Level Combined Cycle Technician, Tri-State Generation & Transmission Association, Inc.
- » **Jhobany Tortolero-Rojo**, Principal Engineer & Founder, TriCore Energy Solutions, LLC
- » **Sarah White**, Supervisor - Monitoring & Diagnostics, AECI
- » **Moderator: Lou Cadriel**, Project Manager - Substation Construction, Salt River Project



Hear directly from high-potential early-career professionals and experienced managers as they share perspectives on what truly drives success—and how motivations may differ across utilities, co-ops, and service organizations.

3:45 p.m. – 4:00 p.m.

NETWORKING BREAK

4:00 p.m. – 4:45 p.m.

FUTURE BUILDERS: DESIGNING MENTORSHIP THAT DEVELOPS LEADERS

- » **Jessalyn Magee**, Senior Technical Manager & Department Manager - Distribution Services, WSP



Mentorship is a proven driver of professional growth, engagement, and retention, yet many organizations struggle to create sustainable programs. This session explores why mentorship matters, how to design an effective program, and what resources enable long term success. Drawing on national research and outcomes from mentorship programs developed at the speaker's consulting firm, attendees will gain a practical framework, key success factors, and adaptable program models to support mentorship initiatives within their organizations.

4:45 p.m. – 5:30 p.m.

LANDING THE NEXT GENERATION OF TALENT

- » **Ryan McCabe**, President & CEO, Enscicon Engineering & Construction Staffing



Explore key considerations for attracting and selecting early-career professionals, trades, and crafts, including the traits to seek, expectations to set, and strategies to align candidates with long-term organizational needs.

Register Online: AlltricityNetwork.org/NG-PRECON26

Pricing

Only \$100 when bundling with a full 2026 Spring Conference registration!

Already signed up for the Conference? Select "Add Pre-Conference Workshop to your existing registration." [View all 2026 Spring Conference pricing at AlltricityNetwork.org/Spring26](https://AlltricityNetwork.org/Spring26)

Professional Development Hours

Upon completion of the Pre-Conference Workshop, attendees will receive a continuing education certificate worth **3.0 Professional Development Hours (PDHs)** in their online Alltricity Network profile.

Thank You, Alltricity Network NextGen Committee!