Business & Technology Update

NRECA's Business and Technology Strategies Team wishes you and yours a healthy and happy Holiday Season and New Year.

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Five Top Technology Trends

RE Magazine's December cover story features five top technology trends facing the electricity industry. Read about how the evolution of artificial intelligence, load growth, automation and digitalization, and physical and cybersecurity are changing consumer expectations and creating unprecedented challenges to reliability. The fifth trend, co-op collaboration, is rising in importance as a way co-ops are responding to find solutions and pursue opportunities for the future.

- Article
- Contacts:
  AI – David Pinney
  Co-op Collaboration - Venkat Banunarayanan
  Load Growth – Allison Hamilton
  Automation & Digitization – Lidija Sekaric
  Physical & Cyber Security – Carter Manucy

Live and On Demand Webinars

Co-op Economic Outlook Webinar: December 19

Join NRECA economic and investment professionals **December 19, 1-2 p.m. ET**, as they lead the last session of the year highlighting the issues that are shaping the economic health of electric cooperative communities, including GDP trends and sentiment, inflation drivers and trends, labor market conditions and more. Don't miss this popular free series covering the latest trends and implications for rural areas and the broader U.S. economy.

- More Information and Registration
- Contact: Michael Leitman

Mental Health in Cybersecurity—Balancing the Scales: Webinar – On Demand

Designed for cybersecurity professionals at all levels, this webinar delves into the unique mental health challenges faced by cyber professionals and entrepreneurs, emphasizing the need for a proactive approach to managing these issues. Available soon On Demand, listen to this session at your convenience to better understand the stressors inherent in the cybersecurity industry and for practical strategies and resources to prioritize and manage mental health effectively in high-stress work environments.

- Webinar
- Contact: membersecurity@nreca.coop

Additional On Demand Webinars

Many NRECA webinars are offered On Demand after the live events, to continue as resources to benefit our members. Here is just a sample. Find many more on cooperative.com.

- Federal Funding Opportunities Webinar Series
- Economic Outlook Webinar Series
- Infrastructure Consortia Webinar Series
- Cybersecurity Update Webinar Series

Upcoming Conferences

Call for Presentation and Science Fair Proposals: 2025 Co-op Cyber Tech

NRECA is now accepting presentation and science fair poster proposals for 2025 Co-op Cyber Tech, **June 24-26 in Denver, Colorado**. Showcase your expertise and share your knowledge with hundreds of technical cyber professionals working to enhance rural electric co-ops' defenses against cyberthreats. All levels of experience are welcome. **The speaker presentation submission deadline is January 10, and the science fair poster proposal deadline is January 24.**

- More Information
- Contact: membersecurity@nreca.coop

Save Your Seat for TechAdvantage Pre-Conference Training

Registration is open for 2025 TechAdvantage happening **March 9-12, 2025 in Atlanta, Georgia**. Come early and take advantage of pre-conference training. Choose from among eight sessions to get a deep-dive into a topic of your choice, including:
• Managing EV Adoption and Smart Inverter Challenges in Cooperative Systems (full day workshop)
• How to use MultiSpeak for Interoperability and Data Acquisition (half day workshop)
• Metrics, Data Analytics and Best Practices from Co-ops to Enhance Grid Reliability (half day workshop)

- More Information & Registration
- Contact: Alison Kent

National Information Resources

2024 National Directors Survey Results

Every other year, NRECA conducts the National Directors Survey (NDS)—a comprehensive survey of system policies and practices pertaining to cooperative governance. The NDS provides benchmark data regarding board compensation, along with board practices and policies. The survey results also include a brief section on services provided that are not "traditional" electric transmission, generation or distribution efforts, including broadband. Co-ops who participated in the survey may purchase the results for $295. Co-ops who did not participate may purchase the results for $995, which includes an executive summary.

- Purchase the 2024 National Directors Survey
- Contact: NDS@nreca.coop

2024 National Compensation System: Same-day Access to Data

One of the most useful salary benchmarking resources in the industry, the National Compensation System (NCS) provides comprehensive salary information compiled from NRECA member electric cooperatives across the country. Accessible anywhere via your secure cooperative.com login, our new point-of-sale feature allows access to the data within minutes! Simply place your order online and pay with a credit card. Order today for $795.

- Order the 2024 Distribution NCS
- Order the 2024 G&T NCS
- Contact: Beth Wray

Career and Development Courses for Cooperatives

NRECA offers an extensive variety of courses, online and in-person, for cooperatives' career development. Some upcoming highlights include:

- 718.1 Personal Communication Styles: Who You Are and How You Impact Others. 1/22 and 23, 1-4 pm ET each day. Registration deadline: Jan. 20.
- 5306.05 Communicating to Influence: Gain Support That Gets Results: 1/28, 12-4 p.m. ET.

- 719.1 Building Trust in the Workplace. 1/29 and 1/30, 1-4 pm ET each day. Registration deadline: Jan. 27.
- 5307.05 Improve Your Relationships: 2/5, 12-4 p.m. ET
- 5110.1 Fundamentals of Business Writing: February, Instructor-Facilitated via Learning Management System
- 731.1 Communicating Technical Information to Boards and Consumer-Members: 2/12-13, 1-4 p.m. ET. Last day to register or cancel registration with a refund: Feb. 10
- 732.1 Values-Based Leadership: 2/19-20, 1-4 p.m. ET. Last day to register or cancel registration with a refund: Feb. 17

The full schedule is available for the 2025 Supervisor and Manager Development Program (SMDP) and Cooperative Career Essentials Program (CCEP) online courses. The schedule also includes the dates for the annual Cooperative University event, where SMDP and CCEP courses are held in-person.

The CCEP focuses on the core skills that all employees need, regardless of their title or tenure. The SMDP focuses on the specific skills needed to supervise and manage others.

- Full 2025 Course Schedule
- Contact for SMDP: Diane Rhodes-Michaely
- Contact for CCEP: Alison Kent