1 · CHRIS NELSON

Protect profit when labor markets change.

Know how worker shortages, changing pay, and new start dates could affect your costs—and what to do next.

Chris Nelson is the Founder & CEO of AlphaHire and President of the Workforce Intelligence Lab. He helps leaders protect profit and keep work on track as labor markets change.

Talks and workshops for leaders who need the people, the plan, and the budget to line up.

Credentials: Malcolm Baldrige Examiner · Lean Six Sigma Master Black Belt, Villanova University

2 · THREE TALKS. A CLEAR NEXT STEP.

Protect Profit Before You Commit

A plan can look good on paper and cost more than expected to deliver.

- Spot labor gaps that could hold up work.
- Check costs that could cut into profit.
- Pick what to fix before saying yes.

Best for: Business leaders, finance teams, project leaders, and estimators.

New Start Date. New Labor Cost.

The job moved three months. Does the old budget still work?

- Recheck the labor plan when dates move.
- Compare hiring, pay, overtime, and outside help.
- Choose when to act—and when to hold the plan.

Best for: Project teams, operations, developers, and finance leaders.

Use AI to Spot Labor Risk Early

AI can help teams sort through changes in hiring and pay.

- See where AI can help.
- Check the sources and assumptions.
- Turn a warning into a clear next step.

Best for: Business leaders, finance, operations, and hiring teams.

FORMATS

Keynotes, breakout sessions, panels, and team talks. Keynote (30–45 minutes) · Conference session / breakout (45–60 minutes) · Panel (As programmed) · Webinar (45–60 minutes). Audiences leave with a checklist they can use.

INVITE CHRIS TO SPEAK

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3 · CURRENT RESEARCH THEMES

The work asks three questions that are usually analyzed in separate systems and, in Christopher's view, increasingly need to be analyzed together.

01
What is being built?
Where capital, construction, infrastructure, manufacturing, and data-center activity are creating future demand.

02
Can it be powered?
Whether generation, transmission, grid capacity, interconnection activity, and supporting infrastructure can accommodate that growth.

03
Can it be staffed?
Whether workforce supply, specialized labor availability, hiring competition, compensation pressure, and contractor capacity can support execution.

EXECUTIVE COMMENTARY · WWW.CNELS.COM

- **Concentrated by Design**
  The binding constraint on data center delivery is not capital and increasingly not land — it is the joint availability of skilled electrical and mechanical labor and power in the same place at the same time.
  www.cnels.com/research/concentration-is-the-constraint/ · commentary on WIL-FLAG-2026.2-DCX
- **The Workforce Economics of Data Center Development**
  In the most exposed labor sheds, skilled-trade capacity behaves like infrastructure, not a variable cost: no wage clears the market on the project's timeline, and the warning signs are visible in public data before the schedule slips.
  www.cnels.com/research/labor-is-the-fourth-constraint/ · commentary on WIL-WP-2026.2-DCX

WORKFORCE INTELLIGENCE LAB RECORDS

Workforce Intelligence Lab is an independent nonprofit research organization advancing workforce intelligence through research, publications, methodologies, and research collaboration. Christopher Nelson serves as President. The research record is the Lab's; the interpretation above is his. Library: wilinstitute.org/library

Concentrated by Design
WIL-FLAG-2026.2-DCX · v2.0 · Flagship Publication · Q2 2026
wilinstitute.org/library/p/concentrated-by-design

Electrical Labor Availability Is Emerging as a Constraint on AI Infrastructure Delivery
WIL-SIG-2026.2-ELEC · Signal Brief · Q2 2026
wilinstitute.org/library/p/electrical-labor-availability-q2-2026

Texas — Workforce Exposure Archive
WIL-STATE-TX · State Archive · Q2 2026
wilinstitute.org/library/p/texas-workforce-exposure-archive

Electrical Trade Wages Are Moving Faster Than BLS Data Shows
WIL-SIG-2026.4-COMP · Signal Brief · Q2 2026
wilinstitute.org/library/p/electrical-trade-compensation-compression-q2-2026

This Quarter in Skilled Labor
WIL-SIG-2026.2-TQSL · Signal Brief · Q2 2026 · Apr 1–Jun 12
wilinstitute.org/library/p/skilled-labor-signal-review-q2-2026

The Workforce Economics of Data Center Development
WIL-WP-2026.2-DCX · v2.1 · Working Paper · July 2026
Publication pending · listed in the Lab library when released

Virginia / Northern Virginia — Workforce Exposure Archive
WIL-STATE-VA · v1.0 · State Archive · Q2 2026
wilinstitute.org/library/p/virginia-nova-workforce-exposure-archive

Georgia — Infrastructure Workforce Brief
WIL-STATE-GA · v1.0 · State Archive · Q2 2026-to-date
wilinstitute.org/library/p/georgia-infrastructure-workforce-brief

Workforce Intelligence Methodology
WIL-2026.1 · v2 · Methodology · updated 2026-05-26
wilinstitute.org/library/methodology

The Apprenticeship Pipeline Gap Is Widening
WIL-SIG-2026.3-APP · Signal Brief · Q2 2026
wilinstitute.org/library/p/apprenticeship-pipeline-gap-q2-2026

EVIDENCE STANDARD

Every statistic Christopher cites carries its publisher, reporting period, and type (measurement, survey, projection, or model estimate). Interpretation is labelled as interpretation. Methodology: www.cnels.com/research/methodology/

4 · SPEAKING, WORKSHOPS, AND EXECUTIVE AUDIENCES

TEAM WORKSHOPS

Help your finance, project, and hiring teams make better calls when labor costs or start dates change.

01 **Team Talk**
Build a shared view of the risk. Leave with a checklist of what to watch.

02 **Half-Day Workshop**
Work through one plan together. Compare costs, test choices, and agree on next steps.

03 **Monthly Team Support**
Put the review into the meetings you already use. Check changes, review actions, and decide what needs to happen next.

SPEAKER INTRODUCTION

Our next speaker helps leaders answer three questions: Can we get the people? What will they cost? Will the work still make money?

Chris Nelson is the Founder & CEO of AlphaHire and President of the Workforce Intelligence Lab.

Today, he will share how changes in people, pay, and timing can affect profit—and what teams can do about it.

Please welcome Chris Nelson.

MORE TOPICS FOR YOUR AUDIENCE

- The Rise of Workforce Intelligence
- Why Traditional Labor Data Is Too Slow for Modern Business Decisions
- America's Skilled-Labor Execution Constraint
- The Workforce Behind the AI Infrastructure Boom
- Workforce Feasibility Belongs in Due Diligence
- Why Backlog Doesn't Equal Executable Revenue
- Business Strategy vs. Workforce Reality

RECENT ENGAGEMENTS

August 6–9, 2026 — **Florida Transportation Builders' Association Annual Convention**
"Can the Infrastructure Pipeline Be Delivered? Workforce Availability, Contractor Capacity and Execution Risk" · The Breakers, Palm Beach, Florida

May 4–7, 2026 — **IEEE PES Transmission & Distribution Conference & Exposition**
"Beyond Power Availability: Can the Workforce Execute the Next Wave of Grid and Data-Center Expansion?" · McCormick Place, Chicago, Illinois

EXECUTIVE BRIEFINGS

A private session for leaders weighing a project, new market, or growth plan. Can you get the people? Does the pay budget fit? What could put profit or timing at risk? 60–90 minutes. Remote or in person. www.cnels.com/executive-briefing/

FOR INTERVIEWS

Chris discusses labor costs, worker shortages, project delays, growth plans, and the use of AI in workforce decisions.

5 · BUILT FOR THE PEOPLE IN YOUR ROOM

Same core question. Examples that fit your audience.

Contractors
Will this job still make money?

Energy and data center teams
Can we get the crew to meet the date?

Manufacturers
Can we staff the next shift at the cost we planned?

Hiring teams
Will our hiring budget fill the roles the business needs?

Investors
Can this company staff the growth in the plan?

6 · CONTACT AND APPROVED BIOS

MEDIA & SPEAKING INQUIRIES

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www.cnels.com/contact/ · press assets: www.cnels.com/media/#press

LinkedIn linkedin.com/in/cnelsintel · **X** x.com/cnelsintel · **Instagram** instagram.com/cnelsintel · **YouTube** youtube.com/@cnelsintel · **Medium** cnelsintel.medium.com · **About.me** about.me/cnelsintel · **Pinterest** pinterest.com/cnelsintel

SHORT BIO

Chris Nelson is the Founder & CEO of AlphaHire and President of the Workforce Intelligence Lab. He helps leaders protect profit and keep work on track as labor markets change.

ATTRIBUTION

Chris Nelson, Founder & CEO of AlphaHire and President of the Workforce Intelligence Lab. Formal credits: Christopher Nelson. Handle: @cnelsintel.

Headshot approved for editorial use in connection with coverage of Chris Nelson. Do not alter or recolour.

FULL BIO

Chris Nelson is the Founder & CEO of AlphaHire and President of the Workforce Intelligence Lab. His work focuses on workforce intelligence for capital-intensive industries, helping executives understand whether major projects, market expansions, and growth plans can realistically be executed given skilled labor availability, field leadership capacity, competing project demand, and other workforce constraints.

Through AlphaHire, he works on commercial workforce intelligence used to evaluate labor availability before major commitments and monitor changing conditions after projects move forward. Separately, through the Workforce Intelligence Lab, he supports independent research into workforce markets, labor capacity, and the factors shaping the future of work.

His broader focus is connecting workforce reality to capital and operating decisions before execution risk becomes visible in traditional market data.