

DSO ENTITY AND THE EU YEAR OF SKILLS FACTSHEET

Achieving Europe's carbon neutrality by 2050 will require **upskilling** and **reskilling of the workforce** and **increasing staff capacities** on the ground to make the green and digital transitions happen.

EU STATE OF PLAY

65

MILLION

People employed in the energy sector

€1.7-4.1

BILLION

Estimated costs to **retrain, reskill, upskill** in manufacturing of strategic net-zero technologies up to 2030

72%

DSO'S

Encountered **qualified staff shortages** when connecting solar PVs to the grid

66,000

JOBS

In solar PVs manufacturing are needed

16%

ONLY

Of energy sector jobs are accounted by women



MAKE THESE JOBS ATTRACTIVE!

STAFF SHORTAGE

- **High degree of job transformation** to deliver the digital and renewable transitions
- Fast growing demand for existing specialised jobs
- Scarcity of needed **high-qualified** and **technical/vocational** profiles and high competition on the labor market
- **Under representation of women** in the energy sector as untapped potential



UPSkill & RESkill THE KNOW-HOW CAPABILITIES!

SKILLS DEVELOPMENT

- Necessary **reskilling** and **upskilling of the available workforce** as precondition to support the deployment of digital technologies and smart grids
- Deficit of professionals in **STEM** and **ICT** sectors
- New specific skills and training needed to cope with the creation and transformation of jobs
- Recognition of **soft skills** importance to complement hard skills to deploy renewables and smarten the grid



UNLOCK THE HUGE POTENTIAL OF EDUCATION!

EDUCATION

- **60% of new jobs** require some degree of post-secondary training
- DSOs will need direct and indirect jobs to manage connection, maintenance and operation
- Need for new **educational multidisciplinary programs** adapted to energy companies' needs
- Development of technical educational **trainings** in partnership with industries

AREAS OF EXPERTISE NEEDED



Integrated renewables into the grids (i.e. operating systems)



STEM and ICT sectors



Cybersecurity & digitalisation (i.e. data analysis and architecture, smart grids)



Administration (management of growing grid connection requests)

DSOs, as a key player in the energy transition, are on the forefront of addressing these challenges and are proactively working on initiatives to cope with the needs of the energy sector.



SKILLS PARTNERSHIPS WITH GOVERNMENTS AND EDUCATION SYSTEMS

- Creating technical and vocational schools for careers in the grid sector
- Offering **staff trainings** on the energy transition's challenges
- Developing **internships** and **mentorship programs**



KNOWLEDGE SHARING

- Conducting **surveys** with potential job seekers
- Platform gathering all European DSOs to **share best practices and expertise**
- **Talk to your energy peers:** better interaction between DSOs at national and European level.



PROMOTION CAMPAIGNS

- **Raising awareness** on the job opportunities in the electricity sector
- Designing innovative **hiring campaigns**
- **Promoting women** and **young people's inclusion**

#DSOEntityUpskills

THANK YOU TO ALL THE CONTRIBUTORS OF DSO ENTITY'S YEAR OF SKILLS CAMPAIGN!

TO OUR MEMBERS

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WIENER



NETZE

WZ

TO OUR PARTNERS

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