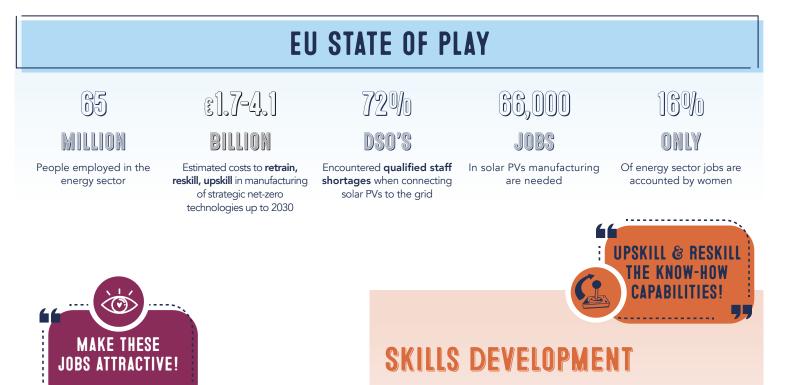
# DSO ENTITY AND THE EU YEAR OF SKILLS FACTSHEET

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.



## **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

#### • 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



## 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)



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



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!

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TO OUR PARTNERS

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