



## WindEurope 2019 Conference & Exhibition

### Skills workshop, following a plenary session on “Investing in people: delivering a just energy transition for all Europeans”

Thursday 4 April 2019

10:45-15:00

Exhibition – Hall 3

*Are you an HR executive in a wind energy company? An academic in charge of designing educational programmes? Someone working as a recruiter or at a national/regional level in Vocational and Educational training?*

*Through a series of presentations followed by breakout group discussions, this workshop will address topics such as:*

- *the skills needed for the wind industry going forward*
- *how to shape educational/academic programmes to close the skills gap*
- *how to leverage skills from other industries (re-skilling opportunities)*

*It will also touch upon issues such as empowering women to pursue career in wind as well as innovative training and spotting talents ideas to keep the industry attractive to top brains.*

**10:45 - 12:30**

**Introduction by Malgosia Bartosik, deputy CEO WindEurope**

#### **TOPIC 1: Skills gap, skills evolution: how recruiting needs are changing, how to attract and keep new talent**

- *Building the wind workforce*, Dr. Inge de Waard, Sr Instructional & Learning Design – Artificial Intelligence in Education at InnoEnergy
- *Skills gap in the energy sector*, Hugo Lucas Porta, IDAE
- *Talent data review across the global offshore wind projects market*, Clint Harrison, Head of Wind, Taylor Hopkinson

#### **TOPIC 2 Pilot projects on trainings and development programmes**

- *Case studies on specialist development program and pilot project on educating and training future service technicians*, Marlies Sikken, Vice President HR & HSE Vattenfall Wind

- *Offshore wind project management: ensuring that we have the right people at the right time*  
Thomas Christensen, Siemens Gamesa Renewable Energy
- *How to bridge a recruiting and skill gap at the entry level, where we struggle to recruit new technicians in some places and need to bridge this by building relationships in the communities,*  
Robin Gabriel Goodman, service leader Europe, GE

### **TOPIC 3 Education and gender initiatives**

- Introduction by Carlo Bottasso, President of the EAWC, European Academy of Wind Energy
- *Woman power to advance the energy transition*, Christine Lins, Global Women Net
- *The role of Academic education and the needed skills and knowledge in the wind industry*, prof. Carlos Ferreira, Head of Studies, European Wind Energy Masters
- *Vocational Educational Trainings in the Basque region*: cooperation with companies and local government for the energy sector, Oier Aranzabal Uriarte, Director, CIFP USURBIL school, Basque Country

### **12:30-13:30 Lunch break**

### **13:30-14:30 Breakout discussions**

The audience will have the chance to join focused breakout discussions with the speakers. The programme of the breakout discussions will be updated on the spot and adapted to the number and profile of participants.

### **14:30-15:30 Presentation of the breakout discussions, Q&A session**

### **15:30-16:00 Conclusions and next steps**