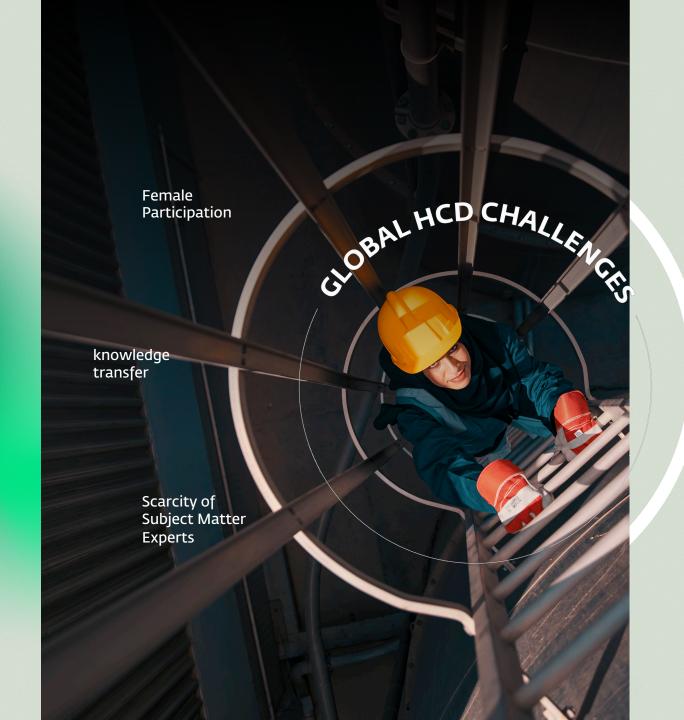
moenergy.gov.sa

MAIN
CHALLENGES
OF HUMAN CAPACITY
DEVELOPMENT
GLOBALLY IN ENERGY
SECTOR



Youth Attraction

> Working Environment

Workforce Retention

Empowering the Energy Sector through a Collaborative Energy Ecosystem

Energy Sectors













Governmental **Entities and Energy Ecosystem**











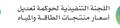














Industrial Entities





















































Education & Training Entities

























Strategical **Focus**

Workforce Planning & Orchestrating

Capability Building

Attraction & Retention

Female Empowerment

To Enable a Collaborative Energy Ecosystem, K.A.CARE has worked on defining a clear governance for Human Capital Development Across All Energy Pillars

Oversight Committee

Chaired by the Ministry of Energy and leaders of government, private sector, higher education & R&D, TVET, training institutes

Providing guidance and feedback as well as directions

Technical Advisory committee

Ensuring synergy with industry on the skills sets and identifying workforce gaps

Oil & Gas and Petrochemicals

Clean Hydrogen and Carbon Capture

Power, Renewables and Nuclear

Each team will be working across the below tracks



Higher education & R&D



Technical Vocational (TVET)



Professionals & technical training

Key capacity building tracks aimed at ensuring the operational readiness and support filling the workforce gaps

- Expanding programs with universities & R&D to meet the energy transition
- Linking KSA's infrastructure with international networks to enhance educational delivery
- Expanding technical training programs to include professional certifications
- 2. Linking training to employment

- Upskilling and reskilling of professional employees
- 2. Supporting entrepreneurship in energy
- Expansion to cover Information and computer technologies for the energy sector

The Human Capital Development initiatives will Support the Energy in Transition of Saudi Arabia

Strategic theme		Initiative	Description
Α	Holistic Workforce Planning	1. Energy workforce planning and enablement	Forecasting and planning of the workforce requirements until 2040 and ensuring synergy and alignment across the energy ecosystem
В	Capability Building	 Enhancing and developing vocational education Enhancing and developing higher education programs Enhancing and developing professionals in energy Improving woman participation in the Energy Sector 	 Ensuring operational readiness through: Linking the Saudi energy ecosystem to international networks Development of students and faculty through programs enhancements covering curriculum development Supporting internships, industry placement and educational visits to leading facilities locally and globally Infrastructure support covering labs, equipment, etc. Increasing female access across all human capital initiatives
		6. Supporting skills development in the area of ICT in the energy sector7. Enabling Future high caliber STEM / STEAM	Cyber security, Data science, IoT, AI, computing and Quantum computing and big Data are all important aspects affecting the energy sector Aimed at increasing the sector attractiveness and students'
C	Awareness & Attraction	8. Support and development of awareness	preparedness for the energy sector Expand energy sector awareness and attraction programs
	Attraction	and attraction programs to meet the job requirements gabs	

