

ENERGY MAJOR

Assessing the workforce impact of digital transformation to accelerate our energy transition

CLIENT SCENARIO

The client had signed a long-term partnership with a technology vendor to digitize energy supply chain operations, and the CHRO wanted to understand the potential implications on jobs, skills and underlying tasks.

By unlocking capacity from existing operations and reskilling field workers for digital roles, the company could reduce operating costs associated with extraction and distribution of carbon fuels, whilst accelerating the shift to cleaner forms of energy.

The client sought help identifying at-risk occupations, their transferrable skills and potential corridors into new work.

APPROACH

Acting as a subject matter advisor on the program, core activities included:

- Establishing the job taxonomy for analysis
- Defining the core tasks and skills associated with the work
- Assessing how digital technologies could augment or automate tasks, and impact on overall job content
- Identifying next best actions, including in-job learning and required training to move into adjacent jobs
- Creating a portfolio-based view of technology use cases (their financial and productivity impact) and associated people development plans.

OUTPUTS

- Workforce impact report, detailing the effect of digitization on existing work and the likely creation of new work
- People impact report, detailing the next best actions for those in impacted jobs
- People development plans, summarising the priority learning content and training programs required to facilitate talent transformation.

