




Human capital challenges in the  
energy sector - business and  
local government perspective in  
Ukraine




While military aggression and regulatory barriers pose the biggest challenges to energy sector transformation, the shortage of skilled professionals remains a significant obstacle for almost half of the respondents

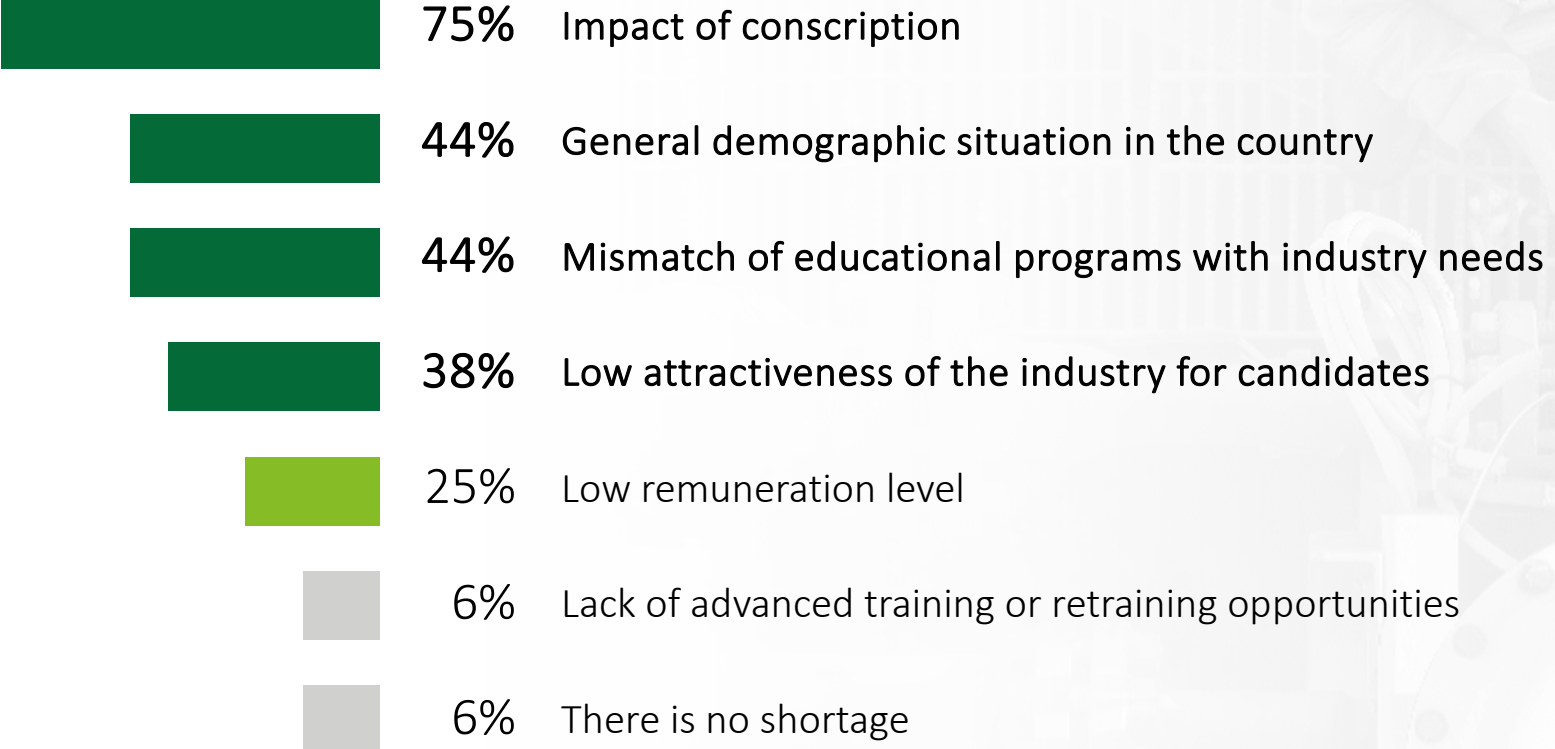
 What are the main challenges in transforming Ukraine's energy sector? - business perspective



Hereinafter the results are based on responses of 16 business representatives and 152 representatives of local governments (hromadas)

Conscription is a primary factor causing staff shortage in the sector as it was traditionally men-dominated. This trend is exacerbated by worsened demographics, skills mismatch and low industry attractiveness

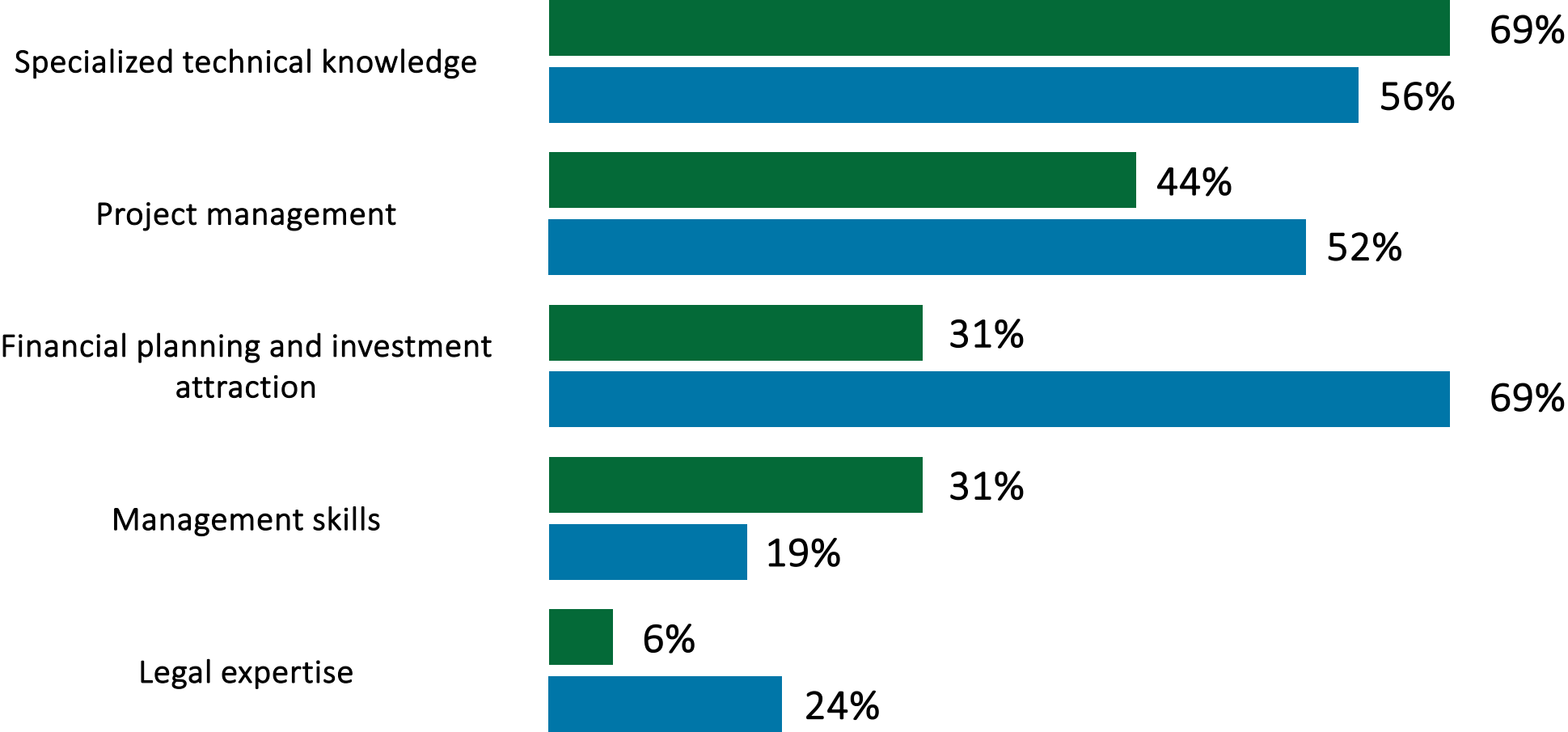
 What are the key causes of staff shortage in the energy sector of Ukraine? – business perspective




Specialized technical and project management skills were highlighted as the most deficient in business. Financial planning and investment attraction are the most in-demand at communities' level

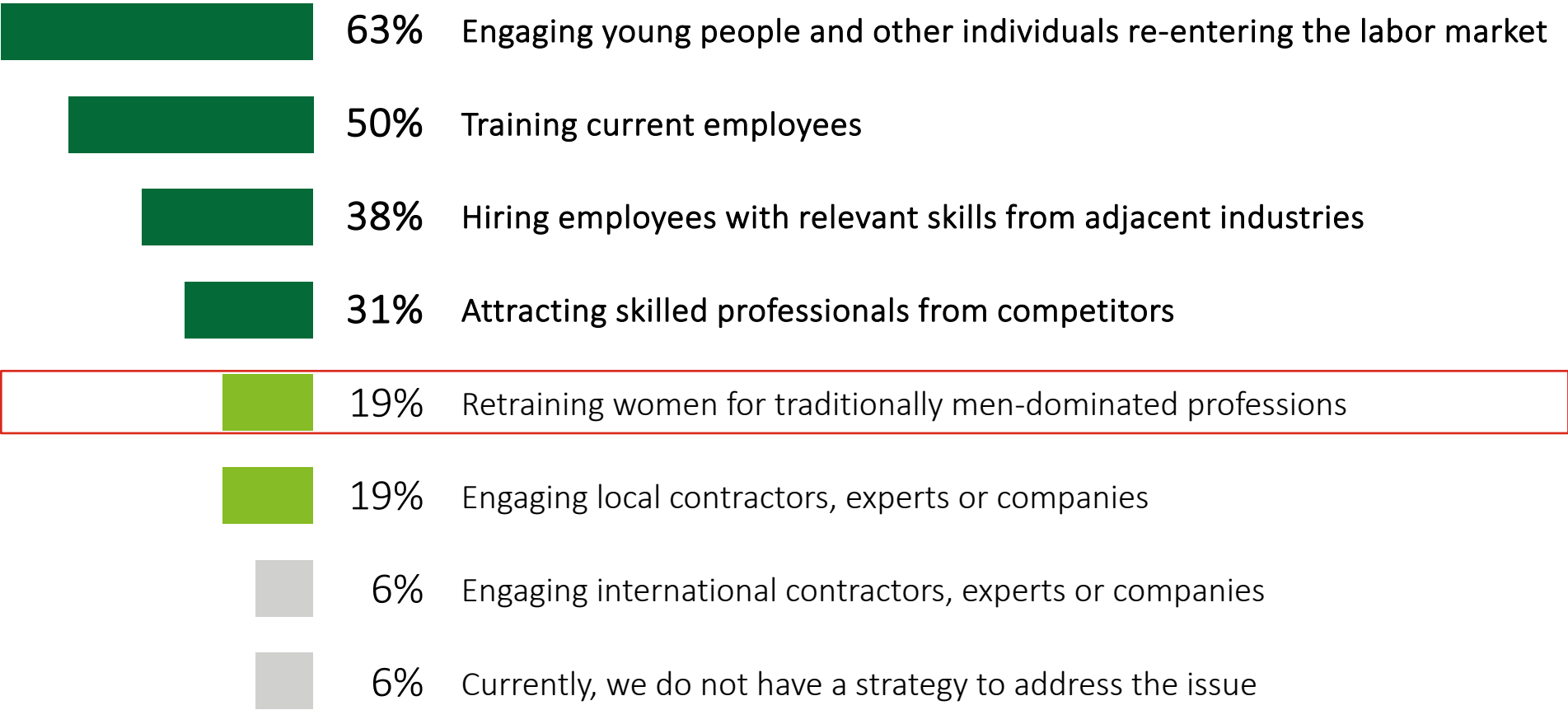
What skills are most lacking in the energy sector today?

■ Bussiness perspective  
■ Community perspective



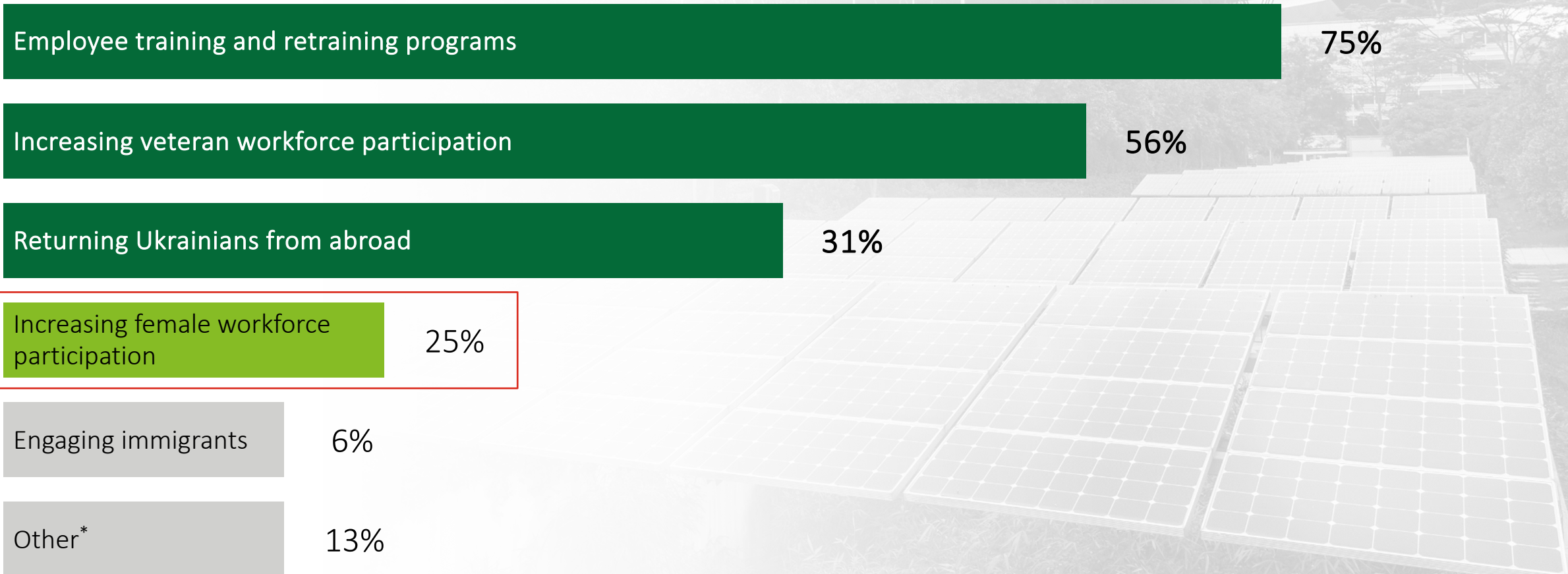
To tackle the talent shortage, businesses are recruiting young candidates and those returning to the labor market, investing in employee training and hiring from adjacent industries and from competitors

 What measures does your company take to address the issue of talent shortage?



To meet future workforce demands, businesses plan to prioritize upskilling/reskilling initiatives, veteran recruitment and repatriation of Ukrainians over the next five years


What human capital strategies could be most effective in increasing the supply of skilled workers over the next 5 years?





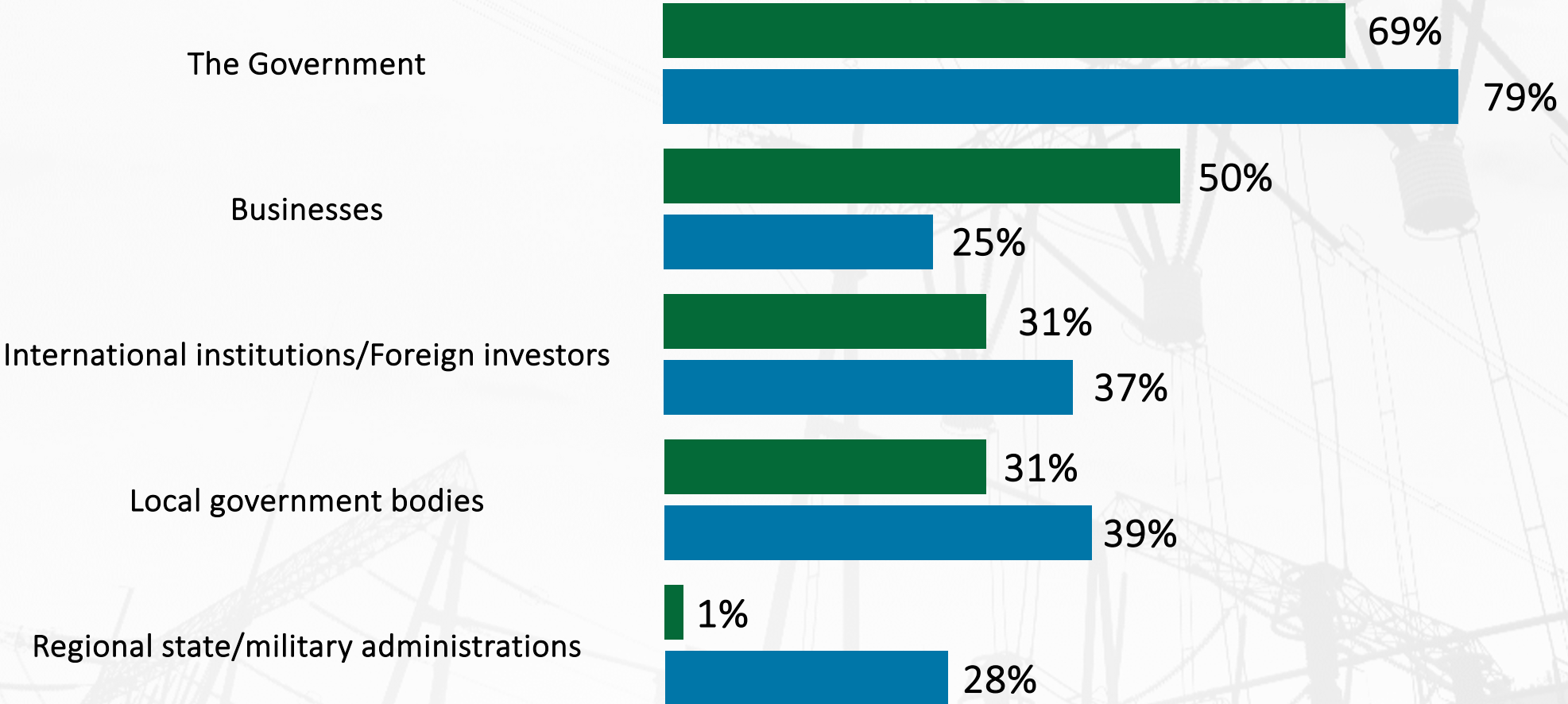
\*«Providing decent remuneration»; «Enhancing cooperation with the educational institutions».



Majority of the respondents believes the government should play a leading role in driving the energy sector transformation. However, businesses and local government also recognize their responsibility

 Who should drive Ukraine's energy sector transformation?

 Business perspective  
 Community perspective





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