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| **Minutes of Meeting (MoM)** |

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| Meeting Topic | 1. HCB Advisory Champions – Weekly Meeting | | | | | |
| Date | March 10, 2020 | Start Time | 1:00 PM | | Finish Time | 2:00 PM |
| Location | K·A·CARE Office, Riyadh, KSA, Room # 542 | | | | | |
| Attendees | Dr. Maher Alodan  Kim Pringle  Ali Al Qublan  Dr. Tariq Al Sahli  Mohammad Zakri  Mishari Al Dosari  Nayef Al Dobayan  Dr. Raed Sherif | | | Jean-Paul Chatry  Humberto Werdine  Paulo Pedro  Vatche Kourkejian  Filippo Ghizzoni (Conference Call)  Hani Katerji (Conference Call)  Emir Cabukoglu (Conference Call)  Ali Nouri (Conference Call) | | |

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| **Discussion Points** |

* Updates on workforce requirements for Atomic and Renewable energy strategies since last Advisory Champions meeting
* Atomic Energy workforce review:
* The AE HCB Strategy development mainly focuses on the ramp up of NEPIO, Owner and Operator workforce
* HCB focus is to secure operational readiness; Total AE industry, including adjacent sector, approximately 25 35 k resources
* AE workforce will peak at 8-10 k in 2030, excluding adjacent sectors & driven by construction; In 2035, ~1.9 k qualified workforce needed in the core entities
* Highest demand for undergraduate program capacities, followed by TVET and graduate university program capacities
* TVET capacity demand mainly driven by technical / engineering subjects (for O&M personnel) followed by business administration
* Undergraduate capacity demand mainly dominated by engineering subjects Graduate capacity demand comparably low
* A large amount of operation and safety related courses are needed for the AE sector development in KSA
* Renewable Energy workforce review:
* Renewable Energy HCB strategy was built to meet the PV and Wind targets, as set by Vision 2030 & adjusted by PIF and REPDO
* Total workforce needed, in KSA and outside KSA, to achieve set targets for renewables will reach ~ 120 k FTE in 2030
* To assess local and Saudi workforce, three ramp-up scenarios (slow, Moderate and Aggressive) were defined to factor in possible workforce demand ranges based on local manufacturing and Saudization rates
* Consequently, total Saudi workforce demand for RE in 2030 will be between 30 - 55 k FTE depending on the selected scenario
* Highest demand is in experienced professionals; ~ 25% of total demand is supplied by fresh graduates
* More than 50% of the demand is non-manufacturing related High certainty for the need of resources. On the other hand, manufacturing demand is uncertain and highly dependent on the strategic direction of localization

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| **Action Items** |

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| No | 1. Description | 1. By Whom | 1. By When |
|  | AE education capacities after the commissioning phase should take into account the people who will join the sector after 2035 | HCB & RB Team | 12/3/2020 |
|  | The Systematic Approach to Training (SAT) should be used in the implementation for AE trainings | HCB & RB Team | 12/3/2020 |
|  | PhD demand should be made more clear in the slides showing workforce requirements | HCB & RB Team | 12/3/2020 |
|  | Distributed Generation will be added as part of RE | HCB & RB Team | 17/3/2020 |