Smart Grid - People/Recruiting Challenges

Purdue Workshop

Aug 2013

Business Landscape

- Difficult to justify hiring people early
- Change management needed
- Limited knowledge transfer
- Legacy system maintenance & integration issues

Required "Soft" Skills

- Strong analytical skills
- Strong oral and written communications
- Inquisitive nature
- Teamwork
- Collaboration
- Leadership
- Project Management

Technical Skills

- Computer skills including modeling, scripting & database applications
- Wired & wireless communication technologies
- IT networking, risk mitigation and cyber security
- Electricity systems
- Data analytics

Some Solutions

- Internships
- Short-term project teams, such as:
  - Electric Vehicles in Indianapolis
  - Cyber security research
- Mentoring
- Alliances with academia and industry
- Long-term recruiting strategy
- Others?