Smart Grid - People/Recruiting Challenges

Purdue Workshop
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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?