



ECHT

— regie in transitie —

Growth Strategy Scan

**Is your human capital strategy
prepared for the future?**

ECHT Growth Strategy Scan Energy Transition



Why a growth strategy scan now?

In reality, the value of sustainable human capital is seen too little in organizations (or only too late). This leads to a big human capital gap in the clean energy transition.

“I have the vessel, but not the people to steer it”

As human behaviour change and preferences over e.g. career choices are complex and need time to develop, it is important to take a frontrunner position and think of the right growth strategy now. We at ECHT therefore believe: **A company with a sustainable, future oriented human capital focus will lead the energy transition.**



For whom is the scan?

- For companies, ecosystem community clusters, cross-sector project teams etc.
- Focus on renewable energy supply chain:
 - OEM & developer
 - Commissioning, operations & maintenance
 - Logistics
 - Decommissioning & recycling

What do we expect from you?

- Approx. 6 participants for 40min qualitative interviews (4h)
- Access to internal documentation of past HR activities
- Time to join our kick-off & closing meeting (2h)

Overview of the scan 6 steps based on Evers



Step 1. Introduction & human capital status quo

- What will the employment situation look like in Europe and the Netherlands until 2030?
- What skills & mind-sets do future employees expect?
- Why is it important to invest into human capital in 2024?

Step 2. Future desired formation: What is the demand?

- Which level of education & skills are needed and for how long?
- How should the balance be between national & international talent?
- How much budget is available over what timeframe for human capital?

Step 3. Mapping current situation: What is done already?

- What human capital profiles & skills are available?
- What marketing channels are used & how?
- How does the recruitment process look?
- What education & HR activities are planned?

Step 4. Future occupation: What is the supply?

- How many employees are available in which region?
- What skills are available in the market?
- What are ambitions for starters to choose a career path?

Step 5. Comparing supply and demand

- Where is a surplus / where is a shortage?
- What are consequences if no action is taken?
- Where is the biggest potential for a unique positioning?
- How attractive is the company for each department?
- How can a collaborative approach look like with academic partners in the region?


Step 6. Outline of the action plan

- How can the supply & demand gap be closed best?
- What concrete actions can be taken directly?
- What will phase 2 look like, implementing the actions?
- How can the ECHT network be of help by connecting our academic partners for long-term collaboration on micro, meso & macro level?

Contact us for your individual offer

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