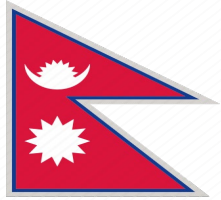
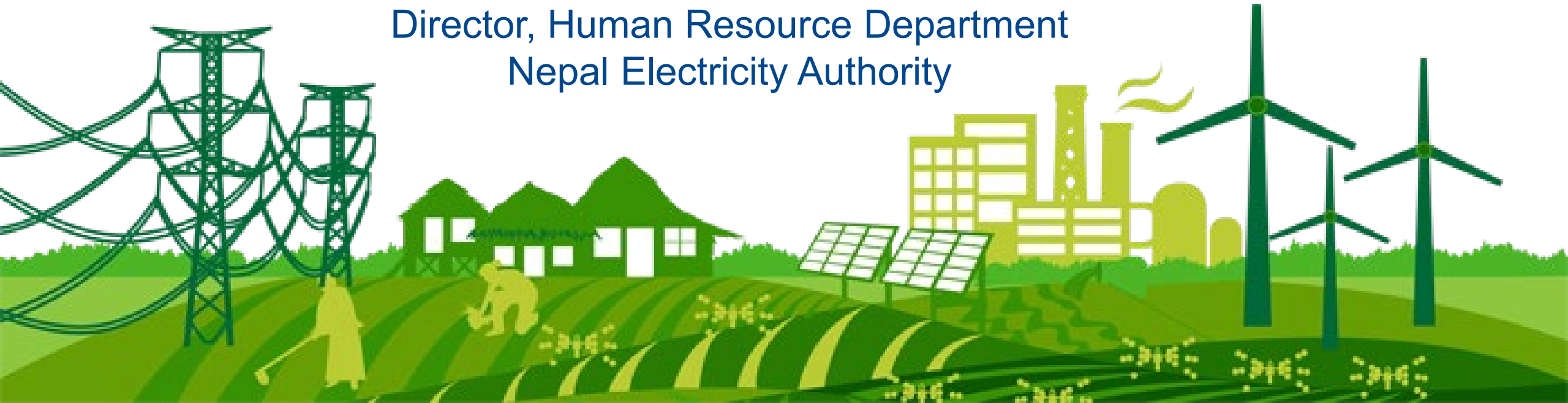


SOUTH ASIA SUBREGIONAL WORKSHOP

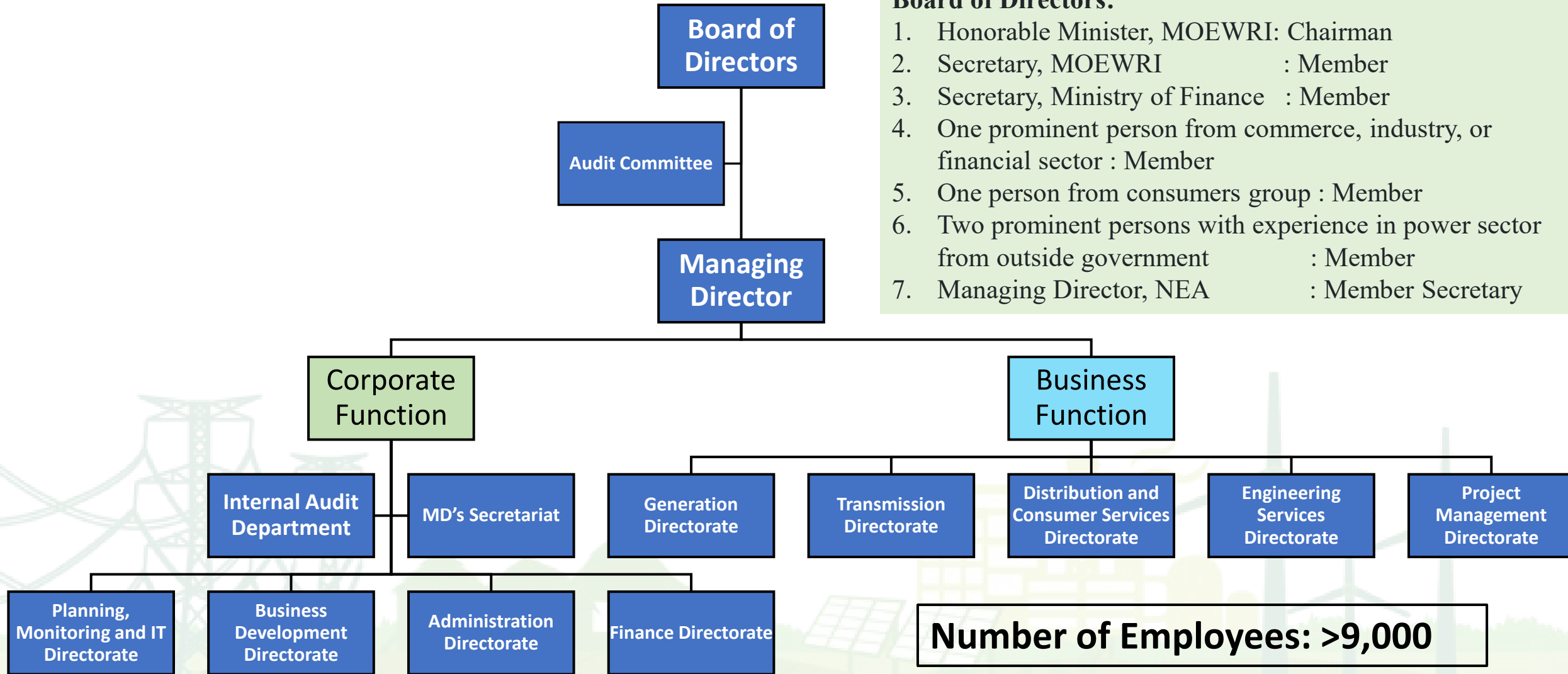
Skill Expansion and Upskilling: A Utility Perspective



Mr. Shiva Kumar Adhikary
Director, Human Resource Department
Nepal Electricity Authority

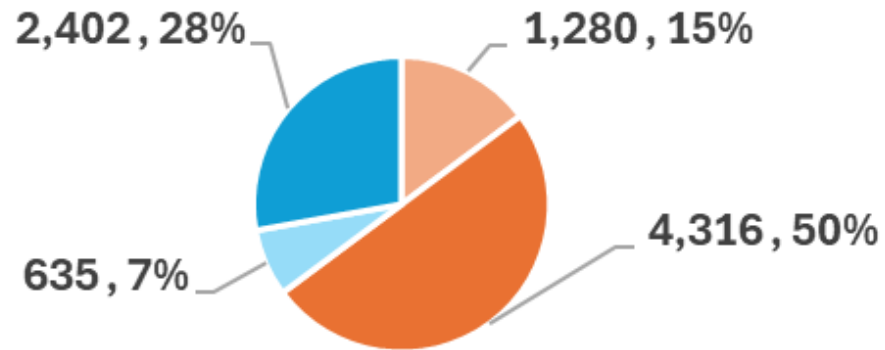


Organizational Structure of Nepal Electricity Authority



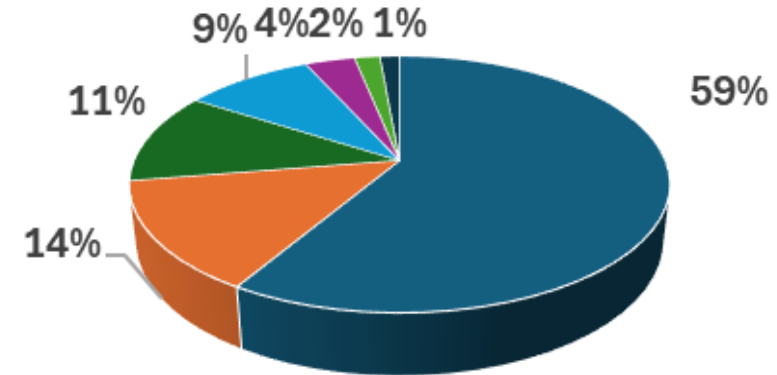
Human Resource Composition

NEA Staff Composition 2024



- Senior Staffs - Engineering
- Junior Staffs - Engineering
- Senior Staffs - Administrative & Others
- Junior Staffs - Administrative & Others

Inclusiveness in NEA's Recruitment Since 2010



- Open
- Female
- Indigenous
- Madhesi
- Dalit
- Disabled
- Remote

- Almost two-third Technical staffs

- Inclusiveness in recruitments mandated by Laws since 2010

Capacity Strengthening Practices at NEA

In-house Training

- Induction Training
- Safety and O&M
- Metering, billing and customer service
- Policy making, planning, procurement, financial management, governance
- Tailored modules for junior to senior staff
- Study leave with scholarships for Bachelors, Masters, PhD)
- Plan to make mandatory
- Training Policy approved and Procedures being Prepared

International Collaboration

- Technical assistances
- Training, study tours and visits
- Workshops and seminars
- skill development for female engineers and staff

Training through Contractors

- O&M training
- inspections
- Piloting in Recent ADB Loan:
- Training and certification to workers

Internships

- Internships and OJTs for fresh graduates and students through Collaborations with universities/Colleges

- *Annual budget provision for capacity building of staffs – About 0.072% of revenue (0.81 MUSD) in 2024*

Skill Expansion and Upskilling Requirement

Rapid Growth in Energy Sector

- Nepal's electricity generation capacity has reached 3,520 MW, with a target of 28,500 MW in 10 years, creating need for workforce expansion

Adoption of New Technologies

- Implementation of Smart Meters, Smart Grids, Automated Substations, and SCADA systems increases demand for skilled personnel.

Internal Reform Initiatives:

- NEA is running programs like "Effective Service Delivery," "Online Service Centers," and "Energy Digitization Programs" to enhance management efficiency and “refurbishment planned of NEA Training Center”

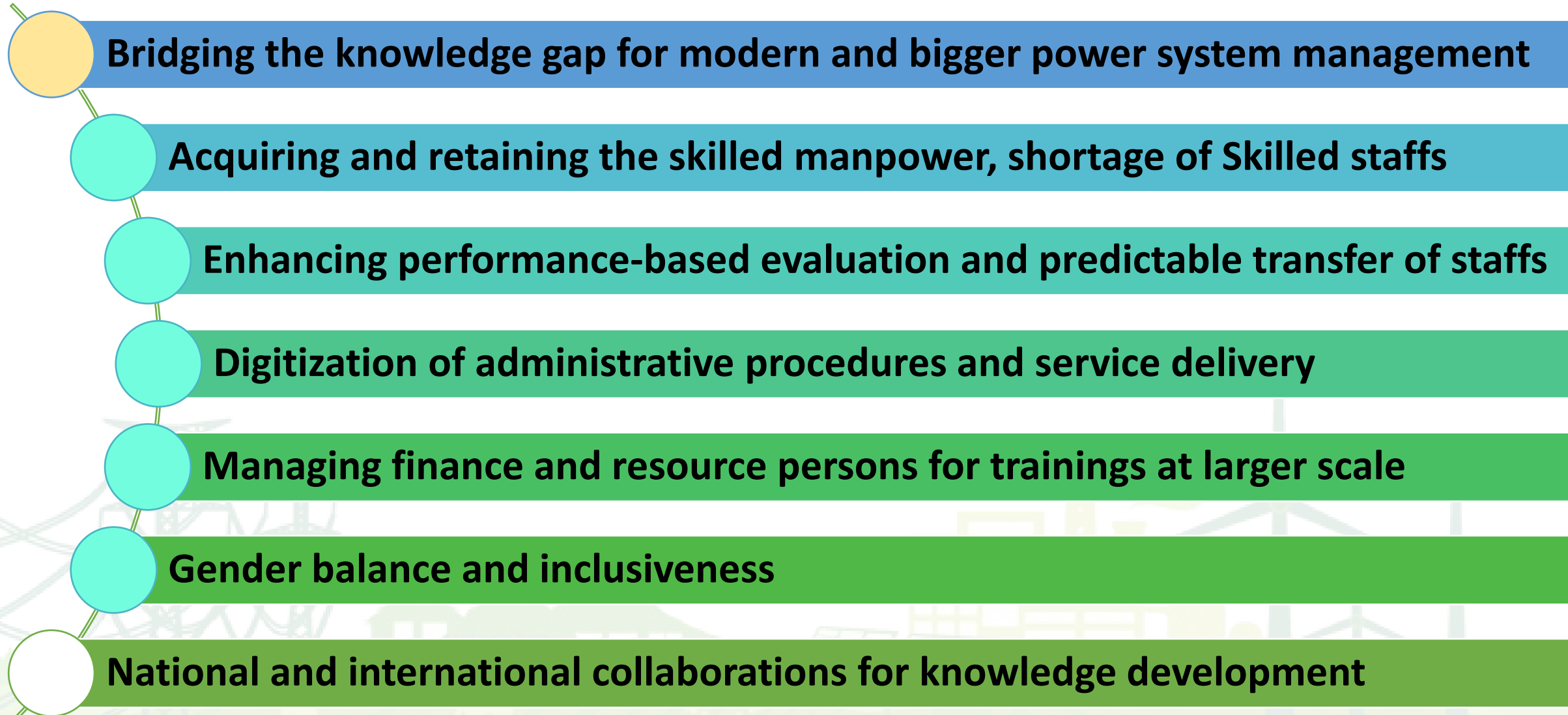
National and International Partnerships

- Significant investments from numerous domestic organizations and development partners like, ADB, World Bank, EU, and others bolster workforce development programs

Local Employment Creation

- Building local semi-skilled and skilled workforce through on-the-job training (OJT) for youth and workers to gain technical experience and improve employability

Challenges in Human Resource Management



Conclusion

- Investment in human capital is as important as infrastructure development for sustainable and just energy transition
- Coordinated policies, investment in training infrastructure and inclusive workforce development are essential to build the human capital needed for sustainable energy growth.
- Embracing digital transformation will enhance efficiency and innovation, strengthening Nepal's role in the regional clean energy landscape.
- Greater collaboration with various development partners and institutions are essential to bridge knowledge and financial gaps.
- Promoting Gender and Social Inclusion in the Energy Workforce



Thank you

Questions & Discussions !!!