

## *International Conference*

### **Human Capital Development for Energy Transition**

(February 27-28, 2023)

The Department of Management Studies, RGIPT hosted a two-day international conference on "**Human Capital Development for Energy Transition**" (Feb. 27-28, 2023) at the India Habitat Centre in New Delhi. On February 27, 2023, the conference was officially opened by the Chief Guest Shri Prabh Das, CEO, HPCL-Mittal Energy Ltd (HMEL); Shri Pradip Kumar Das, Chairman & MD, IREDA; Shri. M B Lal, Former Chairman & MD, HPCL; Prof. A S K Sinha, Director, RGIPT; and Dr. Jaya Srivastava, HoD, Management Studies, RGIPT. Almost 150 people, including industry executives, students, and academics, attended the conference over two days.

In his inaugural speech, chief guest Shri Prabh Das discussed the importance of renewable energy for the energy transition, issues with blue and green hydrogen, dearth of electrolysis experts, and advised the youth to think out of the box.

The words "*Transition*" and "*Sustainability*" were broadened by the guest of honour, Shri Pradip Kumar Das. He went into more detail on India's government's commitment to the UNFCCC to develop 500 gigawatts (GW) of non-fossil energy capacity by 2030. He also highlighted the massive investments required in the renewable energy sector.

Director of RGIPT, Prof. A S K Sinha, informed the audience about Clean Energy and many research initiatives of RGIPT, including H<sub>2</sub> energy, Photoelectric catalyst, Single Step Solar Energy to Produce H<sub>2</sub>, Biomass Gasification, Biofuel, Jet Fuel, and Ethanol, among others.

Ms. Rashmi Govil, ED(IR), IOCL, Dr. S.D. Shukla, Head Support Services, ONGC Videsh Ltd, Shri K.S. Shetty, ED (HR) HPCL, Shri D.K. Jain, CGM, GAIL and Shri Bhashit Dholakia, CEO Indian Oil Adani Gas Pvt, Ltd. participated in panel discussion on "***Petroleum value chain and Human Capital Development***". Specific industrial requirements, the lack of qualified workforce, and future directions were all topics of discussion.

The panel on "***Capacity building and Competence Development in the Gas Sector***" which was chaired by Shri D.V Shastri ED Natural Gas Society, Ms. Sapana Srikanth, Head, Capability Building, HPCL, and Shri Bhashit Dholakia, CEO Indian Oil Adani Gas Pvt, Ltd. discussed skill alignment, learning adaptation for current generations, industry 4.0 and industry 5.0, digital adoption of skill, knowledge management, vocational training, and hybrid graduate programmes, challenges of ESG and energy transition.

The keynote lecture for day two was delivered by Shri Chintan Shah, Director (Technical) of IREDA. He focused on energy as the foundation for economic development, India's ever expanding energy requirements and the role of renewable energy, managing the volatility of energy prices, the possibility of hydrogen becoming the primary fuel, IREDA's financing of ethanol projects, Green Methanol, etc.

Discussion on "**Decarbonization and Energy Transition**" was moderated by Dr. Pankaj Sharma, PPAC, with panel members Mr. Sahil Singla of IOCL; Mr. Sudeep Mishra of Cairn Energy, Mr. Gyanendra Mishra of Petronet LNG, and Mr. Anant Mishra of Anant. Discussions covered a wide range of topics, including the need for behavioural change in the PAT scheme, the implementation of green jobs through social policies, the need for upskilling, green capitalism, people-centric energy transition, multilateral banking, performance-based loans, and technology transfer. "Gas is bridge fuel not wall" for country like India.

Session on "**Energy Alternatives, Sustainability, Manpower Requirement**" was led by Shri Shantanu Gupta, ED IOCL with participation from Shri Pradeep Sahu, GM (HR) SAIL; Ms. Veena Gupta, Senior Project Manager Mott Macdonald; and Shri PV Salin, Director; Dept of Economic Affairs, Min of Finance. The panel offered various suggestions, including the potential for 3 lakh jobs in the energy transition, employee upskilling and reskilling, planning for renewable energy projects, meticulous pre-construction phase-e skills, and a strong focus on social outcomes.

Priority areas identified during the panel discussion on "**Digitalization and Technology Adoption for Energy Transition**" -- which was chaired by Shri Liton Nandy, ED IOCL-- included customer centricity, the use of AI/ML-based intelligent, adaptable, and scalable systems for the energy transition, the evolution of communication technologies, and the requirement for developing digital technology-related skills. The other panel members for this session were Shri Prashant Sagar CC IRM Energy, Shri Nandan Mishra, Algo-8, Dr. Rishi Mohan Bhatnager, Aeris Technologies and Shri Jayant Sinha, Principal Consultant, Capgemini.

