The Wind of change
human capital

TH CHALLENGE

SEOUL
6th asia wind day
The Wind of Change – Human Capital Challenge

- Introduction Atlas
- Human Capital; facts & figures
- Risk Analysis,
- Stake holder collaboration
- Atlas Road to the Wind of Change
Operating since 1982, Atlas Professionals is an international recruitment company within the Energy, Marine and Renewables industries, specialising in 15 individual markets and utilising resources within a network of 23 offices in 16 countries.
Sharing Knowledge Globally

Europe

Melbourne, Australia

Tokyo, Japan

Taipei, Taiwan

New York, United States
How can we help: APAC Executive Search

**Market Knowledge**
Monitoring interests and movements of the industry and professionals.

**Network**
In existing and emerging markets we are building our network of industry experts and professionals to provide effective human capital solutions.

**Start-up**
Meet with client
- Design job and person specification
- Confirm search strategy

**Research**
Map network
- Utilise database, market knowledge and tools
- Build candidate pool

**Contact**
Introductions
- Discuss career goals and specifications
- Interview

**Present**
Shortlist
- Produce detailed candidate reports
- Check references

**Offer**
Manage negotiations
- Sign contract and onboard
- Feedback
Human Capital — Facts & Figures

The skills, knowledge and experience of a person or group, valuable to an organisation and country.

<table>
<thead>
<tr>
<th>Region</th>
<th>Number</th>
<th>Year</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global</td>
<td>2,190,000</td>
<td>by 2030</td>
<td>IRENA</td>
</tr>
<tr>
<td>Europe</td>
<td>569,000</td>
<td>by 2030</td>
<td>WindEurope</td>
</tr>
<tr>
<td>Asia</td>
<td>610,000</td>
<td>in 2016</td>
<td>IRENA</td>
</tr>
</tbody>
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Human Capital Risk Analysis

1. Oil & Gas activities are expected to increase and professionals are returning to this industry.
2. Offshore Wind is less known as the sustainable career path.
3. The local Offshore Wind industry is expected to learn from European experiences.
4. Impact of governmental regulations to provide local content.

1. Develop and train the new professionals of the future.
2. Promote working in the Offshore Wind industry.
3. Right balance between transferrable knowledge and local capabilities.
4. Invest in having a local presence and sharing knowledge between industry stakeholders.
Isolated Human Capital Model

Human Capital of Company X

Internal (HR, Talent)

External (Manning agents, Recruitment consultancy)

Schools

Government
Stakeholder Collaboration

- Internal (HR, Talent)
- Schools
- External (Manning agents, Recruitment consultancy)
- Government

Human Capital of Company X
OUR ROAD TO THE WIND OF CHANGE
Skills Topics

- Education Facilities
- Training Facilities (VR)
- Competence Management
- Communities
Wind Experience Days

Re-entrant Safety Training Workshops
Promotional Events
Recruitment & Open Days
Promotional Events
“We are the first generation to feel the effect of climate change and the last generation who can do something about it”

Barack Obama