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Workforce with right capabilities vital for M'sian energy transition

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KUALA LUMPUR: Powering Malaysia's energy transition requires more than technology and infrastructure; rather, a workforce with the right capabilities is far more essential to deliver on clean and green energy initiatives.



To this end, Tenaga Nasional Bhd's approach is concentrated on building a future-ready workforce, said the national power company's chief people officer, Feldatun Sharif, in a recent statement.

TNB, which has been entrusted with advancing the country's energy transition agenda, has taken an approach of focusing - not on the number of workers - but on the capabilities required to deliver on the energy transition business.

Feldatun said that TNB's approach to building a future-ready workforce involves shifting the conversation from "how many people do we need" to "what capabilities does the business need."

She shared TNB's approach at "The Economic Times Future Forward Malaysia 2026" summit here recently, attended by over 200 human resources and business leaders who addressed artificial intelligence (AI) integration and workforce transformation.

She said that as decarbonisation, digitalisation and decentralisation reshape the energy sector, TNB is looking at workforce planning through the lens of business outcomes and the capabilities required to deliver them.

"This is already changing the nature of work across TNB, from battery energy storage and smart meters to drone-enabled grid inspections and digital monitoring of critical assets. Technology is creating the need for new technical, digital and analytical capabilities while enabling our people to move towards higher-value work," she added.

"At the heart of this transformation are adaptability and agility, the ability of our people to continuously learn, evolve and respond to changing business needs," she continued.

"Guided by TNB's People Strategy House, we are building the capabilities needed today while preparing our people for the opportunities of tomorrow."

She said this is because "a future-ready TNB is not simply defined by how many people we have, but by whether we have the capabilities the business needs and mobilise them where they matter most." -Bernama