Energy Workforce Planning and Skills Partnerships

GExperts Learning Academy | EX-X10 | EX | 2-3 days

Course overview

2-3 days EX programme focused on Energy Workforce Planning and Skills Partnerships, using energy-sector cases and applied decisions.

Designed for: Boards, executives, public officials and senior managers

Learning outcomes

- Explain core principles and terminology for Energy Workforce Planning and Skills Partnerships.
- Interpret an applied case using evidence and stated assumptions.
- Identify risks, safeguards, role boundaries and escalation points.
- Prepare a clear recommendation for a multidisciplinary audience.

Course guide

Work through each module objective, lesson and teaching note, complete the applied activity and assessment, then use the separate Academy practice page for practice questions and answer feedback.

Separate practice questions:
https://www.globalexpertsconsultoria.com/training/academy/courses/questions/?course=EX-X10

Academic and certification status

Draft learning resource for study and review. It does not confer accreditation, external certification, a regulated qualification, professional licence, safety-critical competence or site authorisation. Confirm approvals, current laws, standards, approved procedures and awarding-body requirements before delivery.

Module 1: Skills gaps and workforce development

Learning objectives

- Explain skills gaps and workforce development, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Skills gaps and workforce development
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. A skills plan compares future tasks with existing competence, training capacity and realistic deployment timing. Occupation counts differ from competence requirements. Separate short awareness training, trade qualification, supervised experience and authorisation for a role.

Decision logic. Use employer-validated task profiles and assess prior learning fairly. Include instructor capacity, workshops, placements and inclusion barriers. Forecast jobs as scenarios rather than guarantees. Measure deployment and demonstrated capability, not enrolment alone.

Worked example. A project needs ten technicians but only six candidates meet the required prior trade foundation.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Create a staged development plan with bridging, assessment and supervised placement.

Model answer guide. Identify prerequisites, capacity, funding, evidence and contingency rather than promising rapid certification for all.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Create a staged development plan with bridging, assessment and supervised placement.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 2: Workplace competence and assessment evidence

Learning objectives

- Explain workplace competence and assessment evidence, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Workplace competence and assessment evidence
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Competence requires consistent performance against defined criteria in relevant conditions. Attendance and quiz scores are limited evidence. Use observation, work products, questioning and authenticated logbooks, with reasonable adjustments that preserve the required standard.

Decision logic. Assessors must be competent and authorised under the adopted scheme. Safety-critical steps are mandatory, not averaged away by other marks. Record not-yet-competent outcomes, feedback, remediation and reassessment. No national unit-standard equivalence is claimed without formal mapping and approval.

Worked example. A learner answers every question correctly but cannot identify an unsafe equipment condition during observation.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Plan two supervised observations and a logbook authentication method.

Model answer guide. Require task conditions, critical criteria, assessor signature, evidence and reassessment route.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Plan two supervised observations and a logbook authentication method.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 3: Energy Workforce Planning and Skills Partnerships: Systems and

Learning objectives

- Explain energy workforce planning and skills partnerships: systems and interfaces, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Energy Workforce Planning and Skills Partnerships: Systems and Interfaces
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Energy Workforce Planning and Skills Partnerships: Systems and Interfaces describes a practical part of Energy Workforce Planning and Skills Partnerships. Learners connect the principles to asset performance, people, operational risk, project value and local context.

Decision logic. Review the objective, evidence, limits, interfaces and applicable controls for energy workforce planning and skills partnerships: systems and interfaces. Decisions require current information, role-appropriate authority, competent review and documented assumptions.

Worked example. Use an applied Namibia-relevant case in which a team plans energy workforce planning and skills partnerships: systems and interfaces while balancing safety, integrity, schedule, cost, environmental protection and local capability.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Prepare a decision brief for energy workforce planning and skills partnerships: systems and interfaces: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Model answer guide. A sound response defines scope; uses current, traceable evidence; applies approved requirements and controls; records assumptions; assigns competent owners; checks interfaces; and communicates a measurable decision with an escalation path.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Prepare a decision brief for energy workforce planning and skills partnerships: systems and interfaces: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 4: Energy Workforce Planning and Skills Partnerships: Evidence and

Learning objectives

- Explain energy workforce planning and skills partnerships: evidence and decision gates, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Energy Workforce Planning and Skills Partnerships: Evidence and Decision Gates
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Energy Workforce Planning and Skills Partnerships: Evidence and Decision Gates describes a practical part of Energy Workforce Planning and Skills Partnerships. Learners connect the principles to asset performance, people, operational risk, project value and local context.

Decision logic. Review the objective, evidence, limits, interfaces and applicable controls for energy workforce planning and skills partnerships: evidence and decision gates. Decisions require current information, role-appropriate authority, competent review and documented assumptions.

Worked example. Use an applied Namibia-relevant case in which a team plans energy workforce planning and skills partnerships: evidence and decision gates while balancing safety, integrity, schedule, cost, environmental protection and local capability.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Prepare a decision brief for energy workforce planning and skills partnerships: evidence and decision gates: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Model answer guide. A sound response defines scope; uses current, traceable evidence; applies approved requirements and controls; records assumptions; assigns competent owners; checks interfaces; and communicates a measurable decision with an escalation path.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Prepare a decision brief for energy workforce planning and skills partnerships: evidence and decision gates: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 5: Local content and national value

Learning objectives

- Explain local content and national value, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Local content and national value
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Local content can include employment, skills, supplier participation and durable industrial capability. Distinguish domestic ownership, local expenditure and actual value retained locally. A purchase from a locally registered importer may contain little domestic production.

Decision logic. Measure outcomes with a defined boundary, baseline and evidence. Avoid assuming a proposed policy target is current law. Supplier development must protect quality and safety while building realistic capacity and fair access.

Worked example. A fictional USD 1 million local invoice contains USD 850,000 imported equipment and USD 150,000 local services.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Calculate the local-service share and propose more meaningful indicators.

Model answer guide. Fifteen percent in this simplified boundary; employment, skills and retained value need separate evidence.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Calculate the local-service share and propose more meaningful indicators.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 6: Energy Workforce Planning and Skills Partnerships: Data and Perf

Learning objectives

- Explain energy workforce planning and skills partnerships: data and performance, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Energy Workforce Planning and Skills Partnerships: Data and Performance
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Energy Workforce Planning and Skills Partnerships: Data and Performance describes a practical part of Energy Workforce Planning and Skills Partnerships. Learners connect the principles to asset performance, people, operational risk, project value and local context.

Decision logic. Review the objective, evidence, limits, interfaces and applicable controls for energy workforce planning and skills partnerships: data and performance. Decisions require current information, role-appropriate authority, competent review and documented assumptions.

Worked example. Use an applied Namibia-relevant case in which a team plans energy workforce planning and skills partnerships: data and performance while balancing safety, integrity, schedule, cost, environmental protection and local capability.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Prepare a decision brief for energy workforce planning and skills partnerships: data and performance: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Model answer guide. A sound response defines scope; uses current, traceable evidence; applies approved requirements and controls; records assumptions; assigns competent owners; checks interfaces; and communicates a measurable decision with an escalation path.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Prepare a decision brief for energy workforce planning and skills partnerships: data and performance: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 7: Energy Workforce Planning and Skills Partnerships: Applied Case

Learning objectives

- Explain energy workforce planning and skills partnerships: applied case, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Energy Workforce Planning and Skills Partnerships: Applied Case
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Energy Workforce Planning and Skills Partnerships: Applied Case describes a practical part of Energy Workforce Planning and Skills Partnerships. Learners connect the principles to asset performance, people, operational risk, project value and local context.

Decision logic. Review the objective, evidence, limits, interfaces and applicable controls for energy workforce planning and skills partnerships: applied case. Decisions require current information, role-appropriate authority, competent review and documented assumptions.

Worked example. Use an applied Namibia-relevant case in which a team plans energy workforce planning and skills partnerships: applied case while balancing safety, integrity, schedule, cost, environmental protection and local capability.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Prepare a decision brief for energy workforce planning and skills partnerships: applied case: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Model answer guide. A sound response defines scope; uses current, traceable evidence; applies approved requirements and controls; records assumptions; assigns competent owners; checks interfaces; and communicates a measurable decision with an escalation path.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Prepare a decision brief for energy workforce planning and skills partnerships: applied case: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 8: Energy Workforce Planning and Skills Partnerships: Communicati

Learning objectives

- Explain energy workforce planning and skills partnerships: communication and escalation, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Energy Workforce Planning and Skills Partnerships: Communication and Escalation
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Energy Workforce Planning and Skills Partnerships: Communication and Escalation describes a practical part of Energy Workforce Planning and Skills Partnerships. Learners connect the principles to asset performance, people, operational risk, project value and local context.

Decision logic. Review the objective, evidence, limits, interfaces and applicable controls for energy workforce planning and skills partnerships: communication and escalation. Decisions require current information, role-appropriate authority, competent review and documented assumptions.

Worked example. Use an applied Namibia-relevant case in which a team plans energy workforce planning and skills partnerships: communication and escalation while balancing safety, integrity, schedule, cost, environmental protection and local capability.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Prepare a decision brief for energy workforce planning and skills partnerships: communication and escalation: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Model answer guide. A sound response defines scope; uses current, traceable evidence; applies approved requirements and controls; records assumptions; assigns competent owners; checks interfaces; and communicates a measurable decision with an escalation path.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Prepare a decision brief for energy workforce planning and skills partnerships: communication and escalation: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 9: Energy Workforce Planning and Skills Partnerships: Knowledge C

Learning objectives

- Explain energy workforce planning and skills partnerships: knowledge check, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Energy Workforce Planning and Skills Partnerships: Knowledge Check
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Energy Workforce Planning and Skills Partnerships: Knowledge Check describes a practical part of Energy Workforce Planning and Skills Partnerships. Learners connect the principles to asset performance, people, operational risk, project value and local context.

Decision logic. Review the objective, evidence, limits, interfaces and applicable controls for energy workforce planning and skills partnerships: knowledge check. Decisions require current information, role-appropriate authority, competent review and documented assumptions.

Worked example. Use an applied Namibia-relevant case in which a team plans energy workforce planning and skills partnerships: knowledge check while balancing safety, integrity, schedule, cost, environmental protection and local capability.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Prepare a decision brief for energy workforce planning and skills partnerships: knowledge check: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Model answer guide. A sound response defines scope; uses current, traceable evidence; applies approved requirements and controls; records assumptions; assigns competent owners; checks interfaces; and communicates a measurable decision with an escalation path.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Prepare a decision brief for energy workforce planning and skills partnerships: knowledge check: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Module 10: Energy Workforce Planning and Skills Partnerships: Competence

Learning objectives

- Explain energy workforce planning and skills partnerships: competence review, interpret a case, select appropriate controls and justify a documented decision.

Lessons

1. Purpose and key terms of Energy Workforce Planning and Skills Partnerships: Competence Review
2. Systems and operating context
3. Evidence, assumptions and decision gates
4. Hazards, safeguards and escalation
5. Applied case: Energy Workforce Planning and Skills Partnerships

Detailed teaching notes

Teaching notes

Core explanation. Energy Workforce Planning and Skills Partnerships: Competence Review describes a practical part of Energy Workforce Planning and Skills Partnerships. Learners connect the principles to asset performance, people, operational risk, project value and local context.

Decision logic. Review the objective, evidence, limits, interfaces and applicable controls for energy workforce planning and skills partnerships: competence review. Decisions require current information, role-appropriate authority, competent review and documented assumptions.

Worked example. Use an applied Namibia-relevant case in which a team plans energy workforce planning and skills partnerships: competence review while balancing safety, integrity, schedule, cost, environmental protection and local capability.

Facilitator prompts. Ask learners to distinguish verified facts from assumptions, identify who has decision authority, name stop-work triggers and state what evidence could change their recommendation. Compare technical, HSE, commercial and community perspectives.

Activity. Prepare a decision brief for energy workforce planning and skills partnerships: competence review: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Model answer guide. A sound response defines scope; uses current, traceable evidence; applies approved requirements and controls; records assumptions; assigns competent owners; checks interfaces; and communicates a measurable decision with an escalation path.

Assessment evidence. Score accuracy (30%), use of evidence (20%), safeguards (20%), analysis (20%) and communication (10%).

Applied activity

Prepare a decision brief for energy workforce planning and skills partnerships: competence review: scope, evidence, assumptions, hazards, safeguards, owner, decision gate and escalation trigger.

Assessment

Formative: 10-question practice quiz with answer feedback

Summative: Applied decision brief or practical case assessed against the rubric; proposed pass mark 70%, subject to academic approval.

Practice

Use the separate Academy practice questions and answer key page for this module.

Facilitator close-out and resources

Facilitator close-out

Record attendance, assessment evidence, learner support needs, incidents and improvement actions according to approved provider processes. Do not sign learners off for regulated or safety-critical work without the authorised assessment and certification route.

Resources and references

- Supplied GExperts/IUM reference materials; verify reuse rights and currentness.
- Current applicable Namibian legislation, standards and approved site procedures supplied by the provider.
- Case worksheet and instructor slides must be produced and reviewed before course release.