



# Welcome to the Enlit Europe Impact Circle

19 February 2025 | Bilbao, Spain

# AGENDA



## **Welcome & Plans for the Enlit in 2025**

Paddy Young, Event Director, Enlit Europe

## **Workforce Whitepaper – sneak preview**

Julia Kramer, Managing Editor

## **Enlit Europe Conference Review**

Nigel Blackaby, Content Director

## **Summit Planning – Part 1**

*Coffee Break*

## **Power Your Brand**

Grace De Morais, Marketing Manager

## **Enlit Europe Summit Planning – Part 2**

## **Group Photo**

*Lunch Break*

*(Individual Photos)*

## **Enlit Europe Conference Hubs Planning**

*Coffee Break*

*(Individual Photos)*

## **Enlit Europe Conference Hubs Planning**

**Working Groups' Feedback**

## Impact Circle in Bilbao



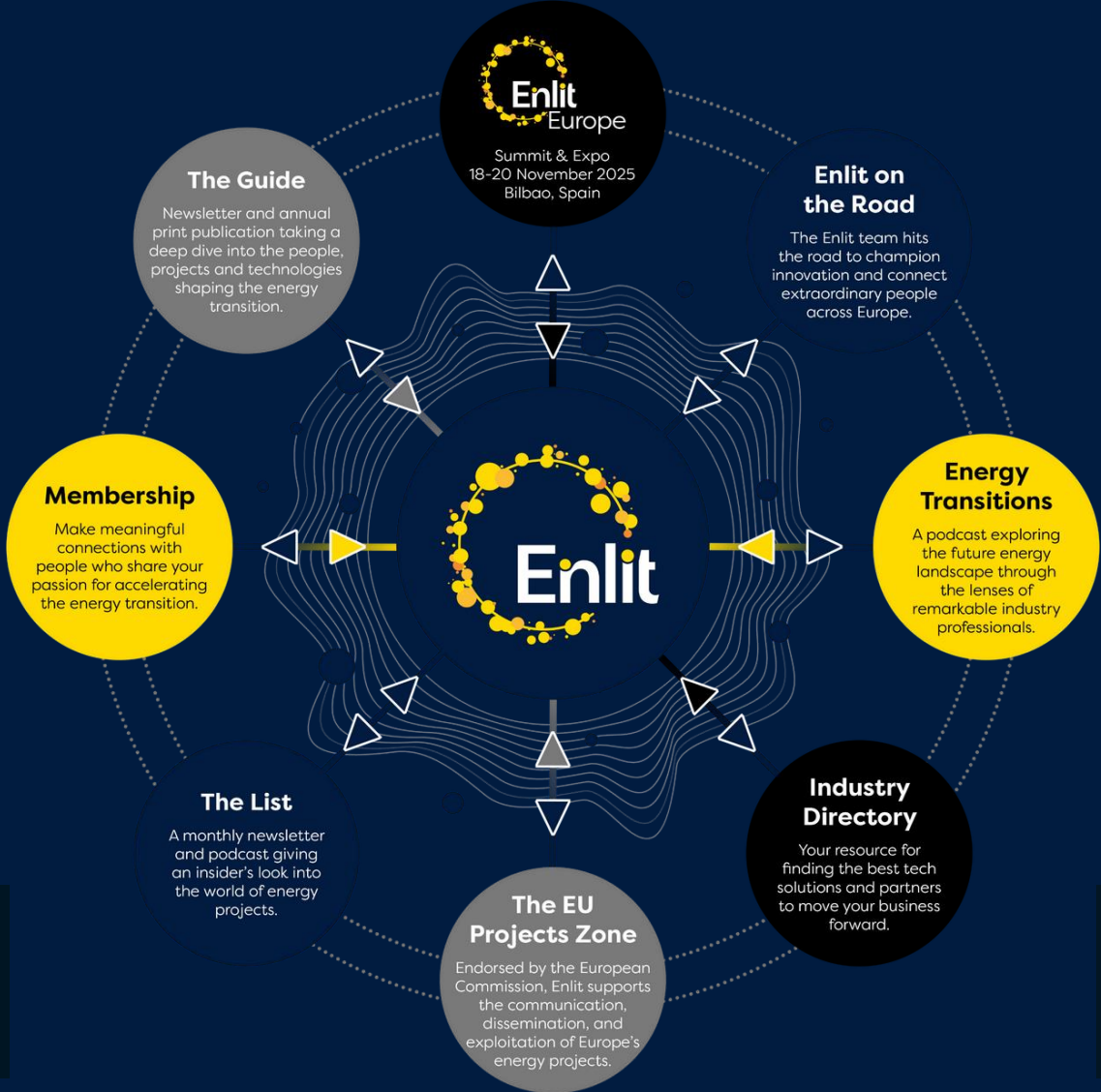
# The Enlit vision

Enlit empowers the energy community by cultivating connections, driving innovation, and delivering exceptional industry insights and business opportunities.

At its heart, Enlit is about people: building a collaborative community to advance a sustainable energy future.



# The Enlit Engagement Wheel




# European Industrial Energy Days


BY ENLIT



12- 13 March 2025  
Amsterdam | The Netherlands



“The co-creation of top-quality content delivered in exciting and innovative formats remains the cornerstone to the success of Enlit”



# Enlit Europe 2024 in numbers



**15K**

Attendees



**700+**

Exhibitors



**500+**

Speakers



**2K**

Summit attendees



**140**

Countries



**75+**

EU Projects



**500+**

International  
students,  
Academics and  
Researchers



**72**

Hours of content &  
networking



**40K**

Square meters of  
energy innovation



**60K**

Networking  
actions in the  
Event App



**60+**

Side events in our  
What's On  
programme



**12**

Country pavilions



# Enlit Europe 2024 in numbers



**78%**  
New attendees  
(compared to 2023)



**65%**  
Decision makers



**88%**  
Will follow up  
with exhibitors  
they met at  
Enlit

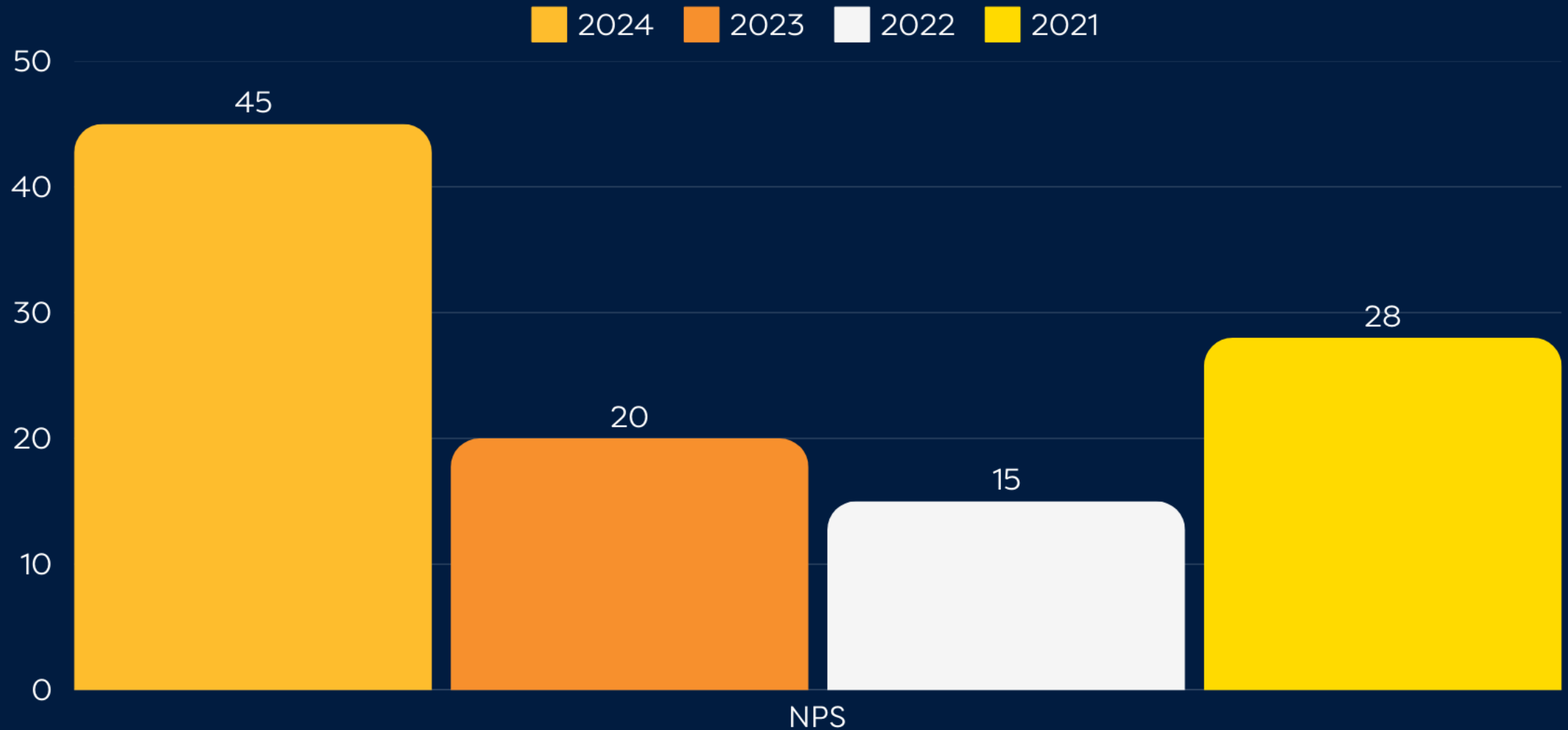


**450**  
Utilities & energy  
companies



**30%**  
Female  
speakers

# Delegate NPS score Enlit Europe 2024



# Enlit Europe 2025 in Bilbao





Enlit  
Europe



18-20  
November  
Bilbao, Spain



# Industry Report 2025

# Enlit's industry reports

## What?

We ask our community about pressing issues in the industry and combine our insights in an annual industry report.

## Why?

We feel responsible to identify key problems in the sector, and tap into our community to provide actionable solutions and recommendations that we can share with the industry to evolve the energy transition.

## How?

- Industry survey – identify issues
- Think Tank at Enlit Europe – find solutions
- Dedicated interviews – get more details



# Making it work

Tackling the energy transition  
workforce challenge



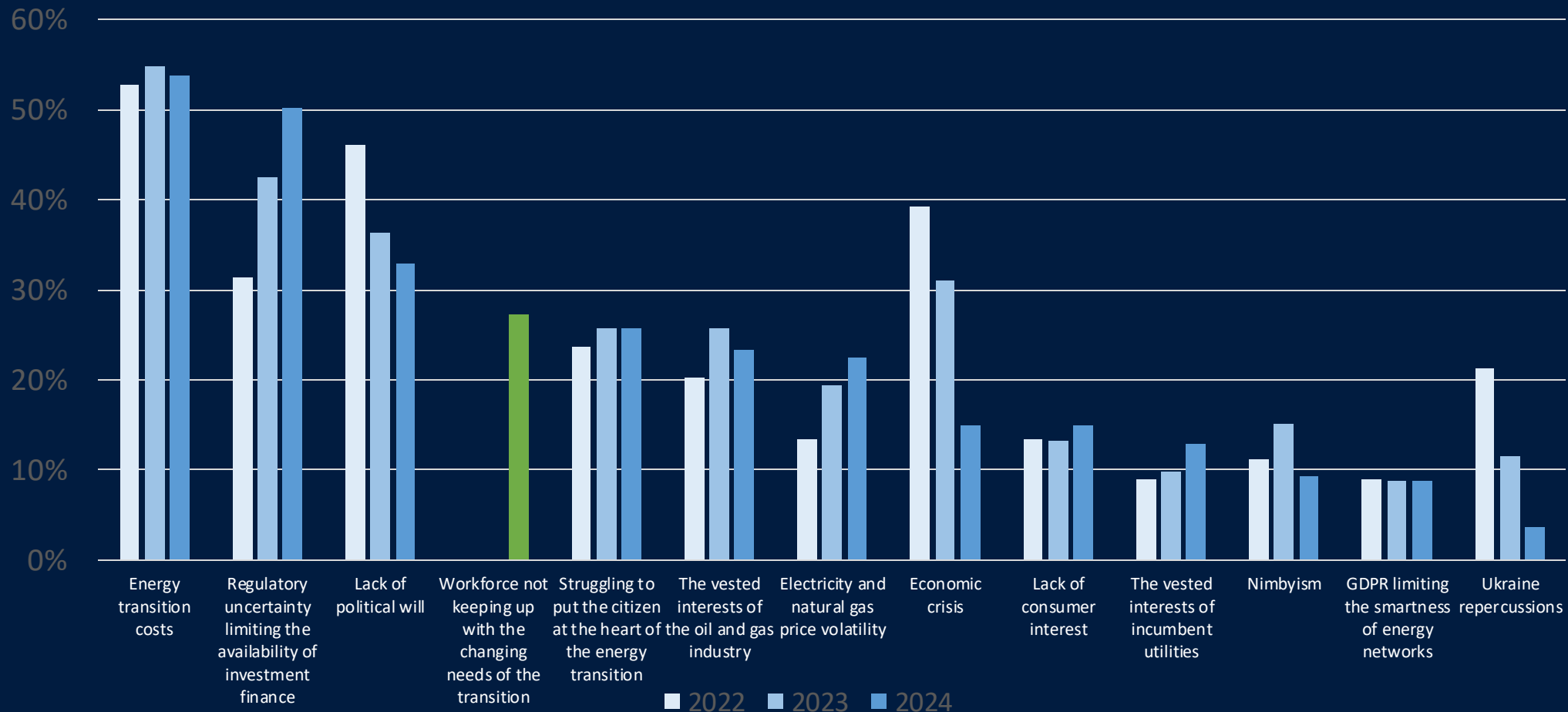
2025  
INDUSTRY REPORT

A REPORT BY  
**Enlit**

*Launch: 15 March 2025*

# Why do we need to talk about workforce? (1)

- The energy transition could run out of people before it runs out of money
  - YES: 51% of respondents
- Workforce is not keeping up with changing needs of the energy transition

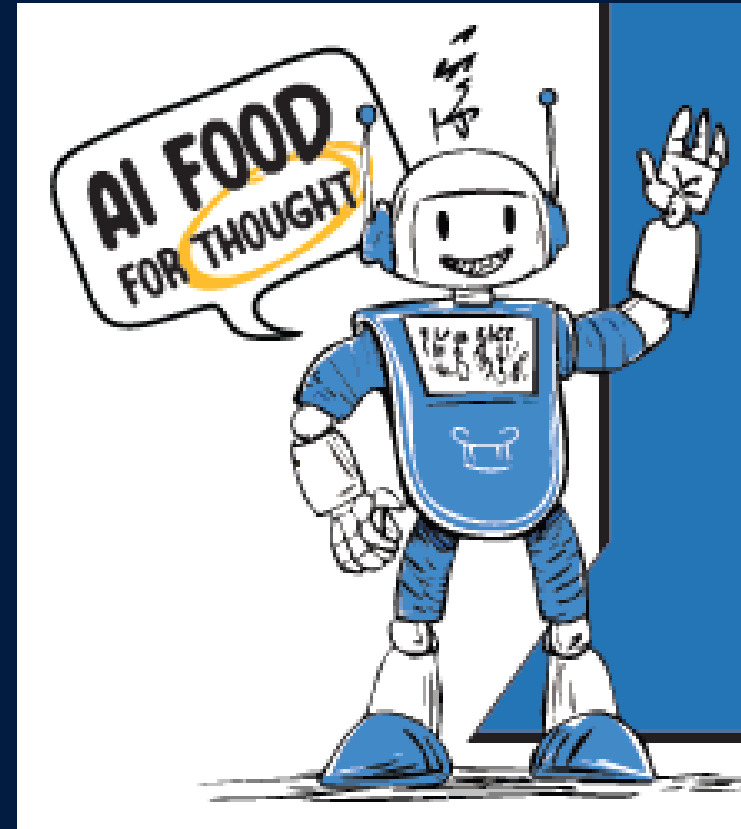




## Why do we need to talk about workforce? (2)

**83%** Believe the lack of a coherent workforce strategy affects Europe's industrial competitiveness

**75%** Believe that a lack of skills puts at risk the industry's COP28 goal of tripling renewable energy



# Key issue: headcount gap

- **Recommendations**

- Make recruitment a strategic issue
  - Industry is recruiting with one foot in the past
- Sell energy careers to the European public
  - Industry has not been vocal about the transition's career opportunities
- Inspire the next generation of the energy workforce
  - Industry does not attract enough new entrants
- Tackle under representation
  - Industry has a huge gender imbalance
- Lobby for effective government policies
  - There are no policies to encourage recruitment into the energy transition

**70%** Believe the industry has underestimated the difficulty recruiting the people needed to accelerate the energy transition

**58%** Of women believe candidates don't know about the energy industry's employment opportunities

# Key issue: skills gap

- **Recommendations**

- Improved industry-academia collaboration
  - Misalignment between university syllabuses and industry needs
- New approaches to in-house training
  - The workforce is ageing
- Improve digital skills
  - A lack of leadership on digital
- Promote the importance of manual roles
  - a chronic shortage of manual and technical skills
- Collaborate to help smaller businesses
  - SMBs cannot deploy training at scale
- Governments must play their part too
  - there is no central, guiding hand influencing cross-sector collaboration

**67%** Believe that energy transition skills are not prioritised in Europe's industrial strategy

**71%** Believe the industry has underestimated the difficulty of gaining the right skills to deploy the energy transition

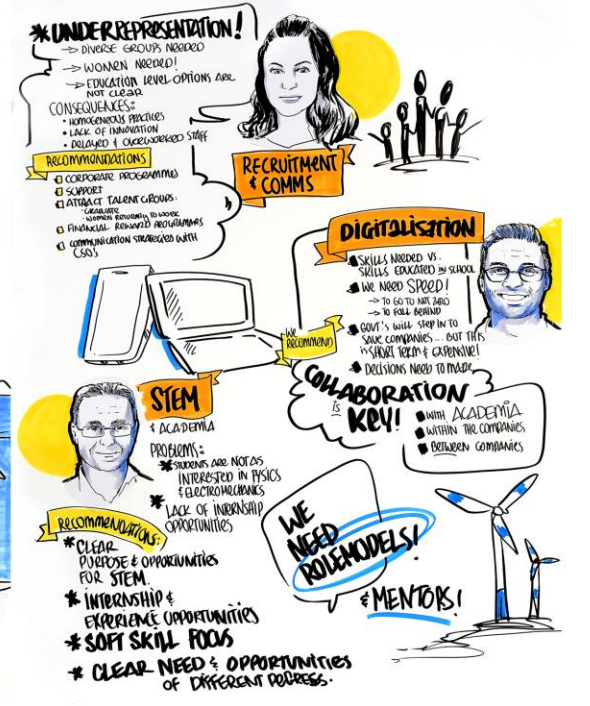
# We want to know from you...

- How does the workforce challenge affect you?
- How is your organisation tackling the headcount challenge?
- How is your organisation tackling the skills challenge?



For more info:

[www.enlit.world/reports](http://www.enlit.world/reports)





## Enlit Europe Summit & Hubs – Attendees Liked....

- Event experience (high levels of satisfaction)
- The Summit (Delegates v. satisfied)
- Industry Insights
- High quality content
- Networking opportunities
- Hub set-ups
- Positive vibe in Milan
- Range of Hub topics
- Think Tank workshop
- Innovation



## Enlit Europe Summit & Hubs – attendees disliked

- Lack of depth
- More opinion than fact
- Overlap of content
- Too much choice of content
- Noise intrusion
- Catering (but better than Paris)
- Event navigation
- Event App



## Enlit Europe Summit - Outline plans for Bilbao

- Retain successful Summit conference set-up - Evolve, Inspire & Connect (networking)
- Revise format for Opening Session (new keynote opportunities)
- Retain Summit panels + Live podcasts
- Day 3 Think Tank – seeking a focus for this – ideas welcome!



# Enlit Europe Hubs - Outline plans for Bilbao



- Proposed Hub Theatres:
  - Digitalisation/AI
  - Decarbonisation
  - EU Projects
  - Grid Transformation
  - Generation Innovation
  - Energy Democracy
  - Flexibility, Storage & Mobility

..... while encouraging “flexibility” to be a key aspect of each hub



# Exercise 1:

Summit Planning: What will make the Enlit Summit a “must attend” proposition to delegates?

- Goal: To identify the most pertinent Summit discussion topics or questions
  - Individual and group discussion

*11:30 Coffee Break*



## Exercise 2:

### Summit Planning, identifying key talking points

- Objective: To prioritise the previously identified topics
  - Rationalize where possible
  - Separate “must have” from “nice-to have”
  - Enlit is brave – dare to be different!
  - The result must be enticing
- Goal: Agree up to 15-20 separate Summit panel discussion topics

*12:30 Lunch Break*

# Exercise 3: Hubs Planning, identifying key topics table allocations



**Decarbonisation with Nigel:** Gabriele, Hortense, Karl, Luis Manuel, Nevin, Patrick, Pietro, Pritil, Ulla, Luis F., Igor

**Generation Innovation with Kelvin:** Jeff, Jon, Jose Luis, Marcus, Martin, Oliver, Phillipe, Ryszard, Thomas

**Digitalisation/AI with Florence:** Andrei, Angel, Bernd, Guilherme, Inigo, Joachim, Luis M., Nico, Nuno, Tomas, Tony

**Grid Transformation with Heather:** Andres, Augustin, Carmen G, Cristina, Guillermo, Jose Ignacio, Layla, Roberta, Stefania, Veronica

**Energy Democracy with Francisco:** Asier, Carmen B, Elad, Peter, Xavier

**Demand Side Flexibility/Mobility with Patrick:** Alicia, Ludovic, Mark, Michael, Sandro, Staffan

**EU Projects with Areti:** Alessandro, Antonis, Ivan, Janire, Lorant, Lorena, Luis C., Stratis

*15:30 Coffee Break*

# Exercises 4 & 5: Hubs Planning, identifying key topics & Feedback



*16:00 Activity 4: Finalise topics, make speaker & chair recommendations*

*16:45 Activity 5: Feedback from each table*

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*17:15 Cocktail reception*

*18:30 Departure to dinner*

*19:00 Dinner – San Mames Jatetxea, Athletic Bilbao Stadium (San Mames)*



**THANK YOU**

...and see you back in Bilbao

November 18-20