

SUCCESS CASE 10.2025

Investing in Training and Development



THE CHALLENGE

The energy sector is undergoing a period of rapid and profound transformation, driven by technological advancements, the transition to renewable energy sources, and the increasing digitalization of grid operations. This dynamic landscape demands a workforce equipped with the skills and knowledge to navigate these changes and contribute to the evolving energy ecosystem. E-REDES recognizes that investing in training and development is essential to ensure its employees remain adaptable, competent, and engaged in driving the energy transition.

THE SOLUTION

E-REDES has implemented a comprehensive approach to training and development, offering a diverse range of programs designed to meet the evolving needs of its workforce. This includes specialized technical courses, such as the Curso Técnico de Redes Elétricas, a 3-year program providing students with in-depth knowledge and practical experience in electrical grid operations. The company also provides targeted training for specific roles and responsibilities, such as the 14-day “Formação inicial de técnicos das Direções de Redes e Concessões” for new technicians. Furthermore, E-REDES offers development programs for young professionals, like the Curso Gestão da Rede, which focuses on grid management and the challenges posed by climate change. To facilitate continuous learning, the company provides access to Udemy, an e-learning platform with over 11,000 free courses.

MAIN ACHIEVEMENTS

By investing in these training and development initiatives, E-REDES has fostered a culture of learning and growth within its workforce. Employees have gained valuable skills and knowledge, enabling them to adapt to the changing energy landscape and contribute effectively to the company's mission. The technical courses have prepared a new generation of professionals for careers in the electrical grid sector, ensuring a pipeline of talent to support future needs.

The use of diverse training formats, including in-person sessions, online courses, and blended learning approaches, caters to different learning styles and preferences, maximizing accessibility and engagement.

KEY SUCCESS FACTORS

The success of E-REDES' training and development programs stems from its collaborative approach, partnering with educational institutions and training providers to leverage expertise and resources. The company's commitment to providing a wide range of training opportunities, tailored to various roles and skill requirements, ensures that employees at all levels have access to relevant development pathways. By embedding continuous learning and development into its corporate culture, E-REDES promotes employee engagement, retention, and a proactive approach to navigating the challenges and opportunities of the energy transition.

WAY FORWARD

E-REDES is dedicated to maintaining its position as a leader in the evolving energy sector by continuously adapting its training and development programs. This includes regular assessments of program effectiveness and ongoing adjustments to meet future needs and priorities. The company will continue to leverage technology and digital platforms to enhance training accessibility, engagement, and personalization. By championing continuous learning and development as a cornerstone of its human resources strategy, E-REDES aims to empower its employees, foster innovation, and ensure the company's continued success in the dynamic energy landscape.