

SUCCESS CASE 6.2025

DUAL APPRENTICESHIP SCHOOL-WORK PROGRAM



THE CHALLENGE

The DSO faced a significant challenge due to a misalignment between school education and the practical needs of the company. Many vocational schools and universities do not provide sufficient hands-on training, leading to graduates who lack the practical skills necessary for the industry. This gap in education results in longer onboarding periods, slower integration of new employees, and lower overall operational efficiency. The mismatch between academic education and the evolving demands of the job market creates a strain on the company's ability to meet its operational and technical needs efficiently.

THE SOLUTION

To address this gap, the DSO implemented a dual apprenticeship school-work program. This initiative allows students to be hired during their studies to complement their academic education with company-specific technical training and hands-on experience. The students gain practical skills in network connections, maintenance, fault analysis, and work planning. The program places strong emphasis on safety and environmental considerations while also providing in-depth training in emerging technologies related to smart grids, such as protection, control, automation systems, remote management, sensor technology, and measurement acquisition for field operations.

MAIN ACHIEVEMENTS

- **Better Alignment with Job Market Needs:** The dual apprenticeship program ensured that students gained relevant, practical experience during their education, which made them job-ready upon graduation.
- **Accelerated Onboarding:** By acquiring hands-on experience, new hires required less time for onboarding, thus improving operational efficiency and reducing integration times.

- **Skilled Workforce:** Graduates of the program entered the workforce with skills specifically tailored to the company's needs, reducing the knowledge gap and increasing productivity.
- **Focus on Emerging Technologies:** Students developed specialized skills in smart grid technologies, positioning the company for future challenges in automation, remote management, and IoT integration.

KEY SUCCESS FACTORS

- **Close Collaboration with Educational Institutions:** Partnering with vocational schools and universities ensured that the curriculum was aligned with real-world job requirements, creating a clear pathway from education to employment.
- **Comprehensive Training:** The combination of classroom learning and on-the-job training provided a well-rounded skill set for students, making them effective contributors right from the start.
- **Emphasis on Safety and Innovation:** The focus on safety, environmental aspects, and cutting-edge technologies helped prepare students for the evolving landscape of the electric distribution industry.
- **Effective Mentorship:** On-the-job mentoring allowed students to gain practical insights and experience, helping them transition smoothly from academic theory to practical application.

WAY FORWARD

- **Expand the Program:** The DSO plans to expand the dual apprenticeship program to hire more students and provide even more opportunities for hands-on learning and industry-specific training.
- **Enhance the Curriculum:** The company will work on refining and expanding the training curriculum, incorporating new advancements in smart grids and automation to ensure that students remain equipped for future industry developments.
- **Attract More Talent:** Strategies will be developed to attract a larger pool of students into the program, addressing the challenge of talent shortage and helping to build a sustainable workforce.
- **Strengthen Support Systems:** The DSO will focus on ensuring adequate training capacity and resources to support the growing number of new hires and apprentices, ensuring high-quality mentoring and development.