



TOP 5 TRAINING TRENDS FOR ENERGY AND UTILITIES IN 2026

Standout on Smarter Ways to Thrive in a Fast-Changing Industry

The energy and utilities sector is undergoing its most significant transformation in decades. The clean energy transition, an aging workforce, increasingly complex regulatory environments, and the integration of new technologies are all converging simultaneously. The utilities and energy companies best positioned for what is ahead are the ones investing in their people with the same urgency they invest in their infrastructure.

01

THE ENERGY TRANSITION IS CREATING AN URGENT SKILLS GAP

As utilities and energy companies accelerate their transition to renewable generation, grid modernization, and distributed energy resources, the skills required of their workforce are fundamentally changing. Technicians trained on fossil fuel systems need reskilling for solar, wind, and battery storage technologies. Grid operators need new competencies for managing distributed and intermittent generation. The training infrastructure has not kept pace with the transition timeline.

Key Takeaway: *Map your transition roadmap to a workforce skills roadmap. Identify the roles most affected and build reskilling pathways before the gap becomes operational.*

02

CRITICAL KNOWLEDGE IS WALKING OUT THE DOOR WITH RETIRING WORKERS

The energy and utilities workforce is among the oldest in the economy. In many organizations, 30 to 40 percent of experienced operators, technicians, and engineers will be eligible for retirement within five years. The institutional knowledge embedded in those workers, system-specific troubleshooting expertise, operational memory, emergency response judgment, cannot be replaced by hiring alone.

Key Takeaway: *Build structured knowledge transfer programs now, while experienced workers are still available to participate. Document what cannot be put in a manual.*

03

SAFETY AND COMPLIANCE TRAINING MUST EVOLVE WITH THE TECHNOLOGY

As new technologies, high-voltage DC systems, lithium-ion storage, hydrogen infrastructure, enter the operational environment, safety training programs designed for conventional assets are falling behind. OSHA and NERC CIP requirements are evolving alongside the technology, and organizations whose training programs lag behind the asset base are creating compliance exposure and genuine safety risk.

Key Takeaway: *Conduct a formal gap analysis between your current safety training content and the assets your workforce is operating today, and will operate tomorrow.*



04

GRID CYBERSECURITY AWARENESS IS NOW A WORKFORCE-WIDE REQUIREMENT

As operational technology and information technology converge on modern grid infrastructure, cybersecurity is no longer a concern limited to IT departments. NERC CIP standards require documented cybersecurity training for a growing portion of the workforce, and the threat landscape is evolving faster than most training programs. Organizations that treat cyber awareness as an IT-only function are creating exposure across the enterprise.

Key Takeaway: *Extend cybersecurity awareness training beyond IT to every role that touches operational technology, field devices, or control systems.*

05

DEMONSTRATING L&D ROI TO REGULATORS AND LEADERSHIP IS BECOMING STANDARD

Regulators and executives in the energy sector are increasingly asking training teams to demonstrate that programs are producing verified competency, not just documented completion. Performance-based verification, skills assessments tied to safety and reliability outcomes, and training data that can withstand regulatory scrutiny are becoming baseline expectations for well-run utilities and energy companies.

Key Takeaway: Build verification and competency assessment into every critical training program. Completion records are necessary but no longer sufficient.

The Energy Transition Is a Workforce Challenge as Much as a Technology Challenge, Is Your Team Ready?

Visit VPS Learning at **Booth #6** during **TICE, June 16-18**, and learn how leading energy and utilities organizations are closing skill gaps, preserving critical knowledge, and building the workforce the transition demands.

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