

# **Diversity, inclusivity & equity:**

**The cornerstones for the success of  
energy transition & a clean world**

**Diverse and qualified work force-condition  
for energy transition**

**Cooperation of Conexus and RTU**

# Riga Technical University

**The Leading technical university** in Latvia with the vision to be dynamic, open and inclusive center of knowledge not only in Latvia and the Baltics, but in the whole Nordic region

- Large number of local and **2263 international students**
- Developing programs for and teaching of adults to pursue **life-long learning**
- **Partnership with industries** - one of the key priorities for RTU
- **Institute of Heat, Gas and Water Technology** of Faculty of Civil Engineering offers professional bachelor and master degree study programs. Both programs aim to prepare heat, gas and water technology engineers design, operate, maintain and modernize heat, gas, water and sewerage system in building and city levels.



# RTU - Conexus cooperation

Cooperation agreement on promotion of sustainable gas industry development signed in June 2020 providing for:

- Preparation of **learning materials** (learning materials are prepared as modules-PowerPoint presentations-2 academic hours each) and videos
- Preparation, certification and presentation of **education programs for Conexus employees** in the framework of the **life-long learning**
- Preparation, certification and presentation of **study courses for RTU students**
- **Internships** and students' involvement in the scientific work



Dabagāzes pārvades sistēmas,  
to būtiskākās sastāvdaļas un  
darbības principi

RTU prepared 3 theoretical modules: on gas physical and chemical properties, gas transmission systems and storages

Conexus leading specialists prepared 15 modules covering almost all branches of Conexus activities



# Actions

- **2 study courses** for master students and **4 education programs** for Conexus employees are prepared and certified, and 22 students and 402 employees of Conexus have accomplished them
- Depending on the program and learners, programs can be carried out in the **classroom, in Teams or as a self-learning option**
- All learning materials and learning processes are organized through Learning Management Systems based on Moodle IT platform: for Conexus employees «**Conexus akadēmija**» and for students «**Conexus Studenti**»
- To make self-learning more efficient Conexus currently is extensively working on **converting all modules into e-modules**. Contractor Baltijas Datoru akadēmija together with the expert responsible for the particular module are creating interactive presentations and interactive videos
- For attraction of new talent from RTU students, a complex approach is applied: from **Conexus introduction and promotion events** for students, regular activities for group of students interested in the gas industry **Conexus Students' Club** (Conexus site visits, available learning materials, discussions) and **internships**

# Lessons learned

- For successful energy transition established education programs/ study courses shall be supplemented by one more **program/course on «Energy transition»**. Work on this program/course is under the way, and it will be available for RTU students and Conexus employees as an e-learning program/course. It will contain gas industry development trends, information on hydrogen and biogas properties, production technologies and legal framework
- Taking into consideration current energy business environment when political and social events are causing changes in legislation and rapid developments require substantial technological changes the only solution to develop skilled personnel is **involvement in the education process leading specialists, experts and managers of gas company**.
- **Proper planning and control** is very important for successful training of employees and students. For each year detailed plans are prepared in the beginning of the year and quality of prepared education materials is assessed and approved by the **Technical Council of Conexus**, and education process is supervised by the **Personnel division**.
- Since all Conexus created modules are prepared, updated, improved and presented by Conexus leading specialists and managers, it is very important **to establish proper recognition of their job and adequate rewarding system**
- **Finally, education system developed jointly by RTU and Conexus is the key element and significant contribution towards work force diversity and inclusivity:**
  - **As in Conexus and typically also in other gas companies, a large share of employees, the backbone of the company, who have been with the company for a long time and to feel confident and involved, need training and updates on the current issues;**
  - **Young talented employees need to be engaged to achieve and strive for innovative solutions and challenging tasks**

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**Thank you!**

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