



The global
data centre
consultancy

Bridging the Talent Gap

Innovative Workforce Strategies for the next generation of Data Centres



We make it possible

Data Center Forum Oslo, 26 February 2026

Skills shortage

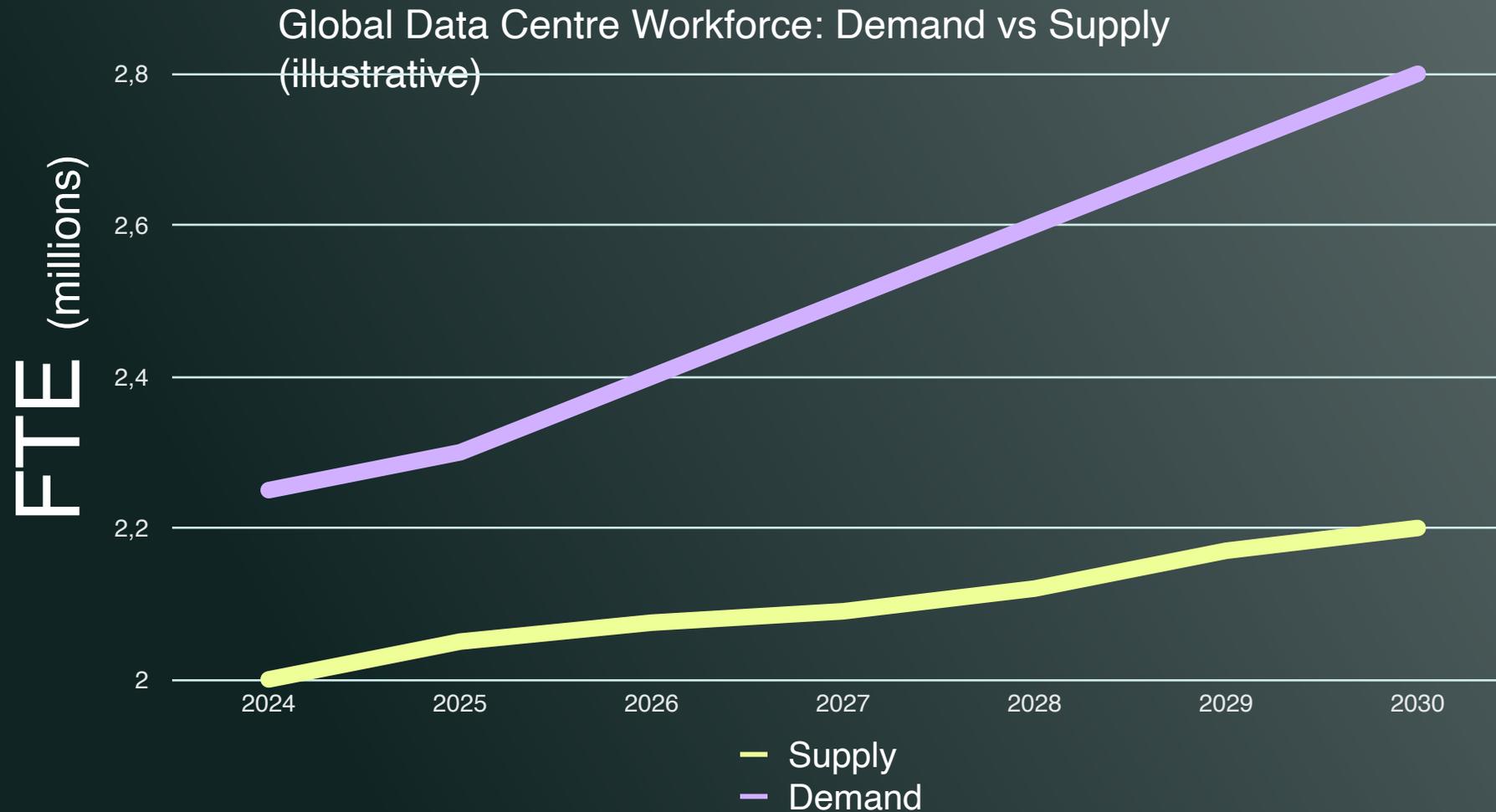
Why This Matters Now

- Rapid growth of data centres across Europe and the Nordics
- AI, cloud, and edge driving new demand
- Talent shortages becoming a growth constraint

Opportunity and skills must grow together



The Emerging Gap



Demand outpaces supply, especially in senior technical roles



Where the Skills Gap is most acute

Shortage across the DC life cycle

- Electrical and mechanical engineers
- Specialised project and cost managers
- Specialised contractors
- Critical facilities technicians
- Operations and maintenance
- Energy efficiency and sustainability specialists

Why Traditional Hiring is no longer enough

- Limited experienced talent pool
- Ageing workforce
- Long time-to-productivity
- High competition for the same profiles

We need to build not just buy talent



Rethinking Talent Pipelines

from reactive hiring → proactive development
from narrow profiles → transferable skills
from short-term fixes → long-term workforce strategy

Apprenticeships: Building Skills at the Source

- Earn-and-learn model
- Blend of classroom and on-site experience
- Strong alignment with critical infrastructure needs



Athlete Transition Programmes: An Untapped Talent Pool

- High-performance mindset
- Safety awareness and discipline
- Teamwork under pressure
- Strong coachability

*Congratulations to
the Winter Olympians
from Norway!!*



What Success Looks Like

Observed Outcomes

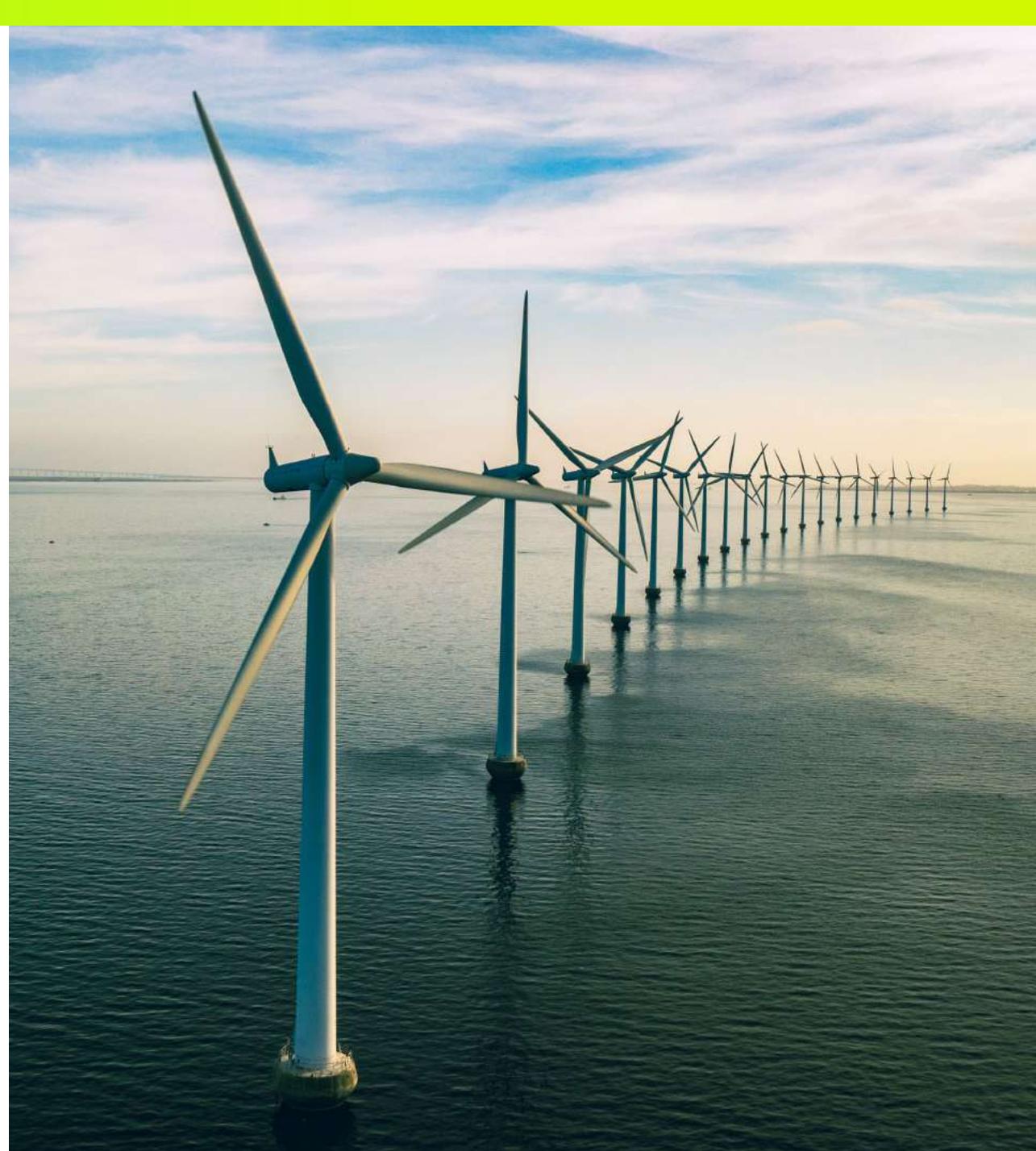
- Reduced time-to-productivity
- Improved engagement and retention
- Stronger employer brand
- Broader and more diverse pipelines

**Impact, transparency, and storytelling
attract new talent**



Relevance for Norway and the Nordics

- Strong education systems
- Government-industry collaboration
- Sustainability-driven growth
- Transferrable skills



Call to Action

- Operators: attract and invest early in talent development
- Educators: align curricula with real-world operations
- Policymakers: support scalable workforce models

**We can redefine critical infrastructure
for people and planet**

Questions



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