



ENERGY & UTILITIES  
SKILLS PARTNERSHIP

# THE INCLUSION COMMITMENT

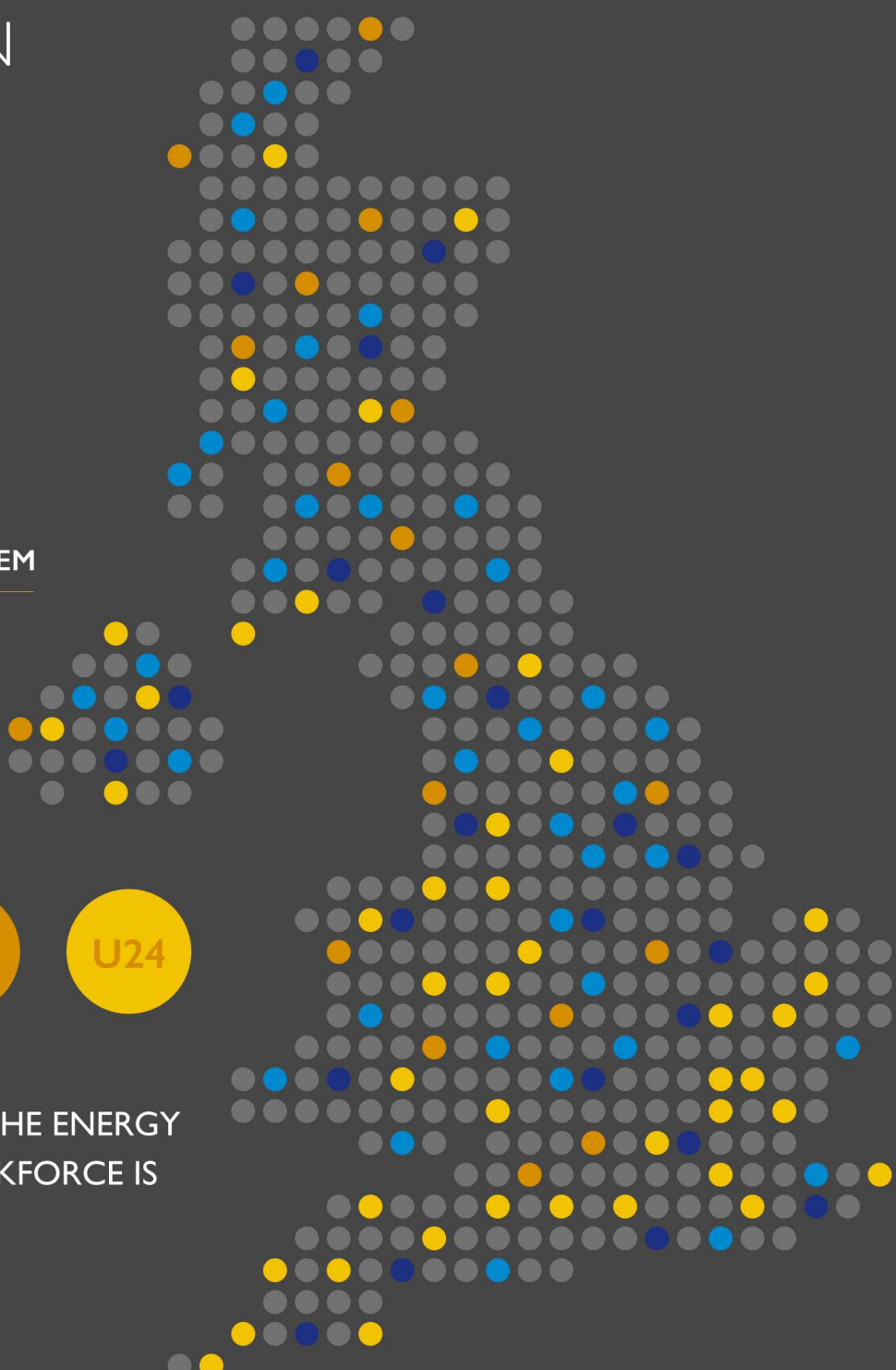
WE SERVE **67 MILLION**  
PEOPLE EVERY DAY

OUR CURRENT WORKFORCE  
**FAILS TO FULLY REPRESENT THEM**

**FOUR** GROUPS ARE  
UNDER REPRESENTED



“WE COMMIT TO ENSURING THE ENERGY  
AND UTILITIES SECTOR WORKFORCE IS  
**INCLUSIVE AND DIVERSE**”



The Energy & Utilities Skills Partnership, led by sector employers, recognises in its Workforce Renewal and Skills Strategy 2020-2025 that its current workforce fails to fully represent the 67 million people it serves every day.

Women, people with disabilities, the BAME community and under 24s have traditionally been under-represented in the energy and utilities sector, compared to national averages.

82% of the sector's workforce are male, compared to 53% for all sectors nationally and only 7% are from black, Asian or minority ethnic groups.



**“The energy and utilities sector is committed to action on diversity and inclusion, working together to share best practice and build on the great work already in progress. When the Inclusion Commitment launched in 2019, it was backed by 32 organisations. There are now 45 signatories, all committed to attracting, recruiting and developing a diverse workforce. Energy and utilities companies are at the forefront of delivering the 10-point plan for a green industrial revolution to achieve net zero carbon targets in 2050. We need to fill the green jobs being created with truly inclusive and diverse teams.” – Phil Beach CBE, Chief Executive, Energy & Utility Skills Group**



**“Working together, our commitment to improving diversity and inclusion in the energy industry will help us to better represent the communities we serve and to provide a working environment where everyone can be themselves, and feel respected and valued.” – Michael Lewis, Chair of the Energy & Utilities Skills Partnership and Chief Executive, E.ON UK**

CURRENT DEMOGRAPHICS

	✓ BAME	♿	♀	U24
Cross Sector	7%	15%	18%	8%
Power	11%	15%	27%	9%
Gas Networks	8%	16%	28%	6%
Gas Utilisation	3%	16%	8%	11%
Water	7%	17%	29%	9%
Waste	7%	18%	16%	5%
Supply Chain	6%	6%	13%	7%
All UK Sectors	13%	16%	47%	11%



Being inclusive enables our sector to **attract and retain the diverse talent** that is crucial to ensuring a resilient workforce.



Being inclusive will help us to be **more innovative** and achieve greater **productivity** by adapting to our changing environment.



Having a diverse workforce ensures we are **reflective and inclusive of the customers and communities** we serve.

45 employers have joined the sector's commitment to drive change and work collaboratively to attract more diverse talent to the sector



## Energy & Utilities Jobs: Inclusion in Action

Energy & Utilities Jobs is THE jobs platform for the sector. Showcasing roles within the power, gas, waste and water industries.

Supporting the Inclusion Commitment, Energy & Utilities Jobs was founded by a collaboration of over 20 leading energy and utilities employers committed to attracting a diverse pool of talent to the sector.

The project raises the profile of a career in the energy and utilities sector; and attracts talent specifically targeting demographics and communities that are traditionally underrepresented.

### 2020 impact includes:

- 58% of website visitors were female
- Since 2017, marketing campaigns have provided 9.4 million opportunities to see information about the sector

- 24 companies signed the Armed Forces Covenant, representing the sector's commitment to employing individuals from ex-military backgrounds
- The project was awarded 'Best Talent Attraction Initiative' (SME News Awards)

### Are you an employer in the energy and utilities sector?

Find out how you can be a part of driving diversity and inclusion for the sector.

**T:** +44 (0) 121 713 8255

**E:** [hello@energyutilitiesjobs.co.uk](mailto:hello@energyutilitiesjobs.co.uk)

**W:** [www.energyutilitiesjobs.co.uk](http://www.energyutilitiesjobs.co.uk)

**@EandUJobs**

**#workwithus**

#workwithus







## FIVE PRINCIPLES



### **Collaborative Working**

Work collaboratively as a sector to drive change, challenging ourselves to do things differently, by sharing best practice and delivering sector priorities.



### **Holistic Inclusion, with focus**

Focus on inclusion in its entirety, however our sector history requires targeted sector action to start by increasing gender, BAME and disability workforce representation.



### **Measurement and Transparency**

Measure and be transparent about progress in our individual organisations and as a sector.



### **Creating Inclusive Cultures**

Ensure we create the culture we need to attract the workforce of tomorrow.



### **Inclusive Recruitment and Progression**

Be inclusive in the way we attract, recruit and develop our people.

## GET INVOLVED & FIND OUT MORE

#energisinginclusion #2025skills

[www.euskills.co.uk/inclusion](http://www.euskills.co.uk/inclusion)



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