



# THE INCLUSION COMMITMENT

WE SERVE **65 MILLION**  
PEOPLE EVERY DAY

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

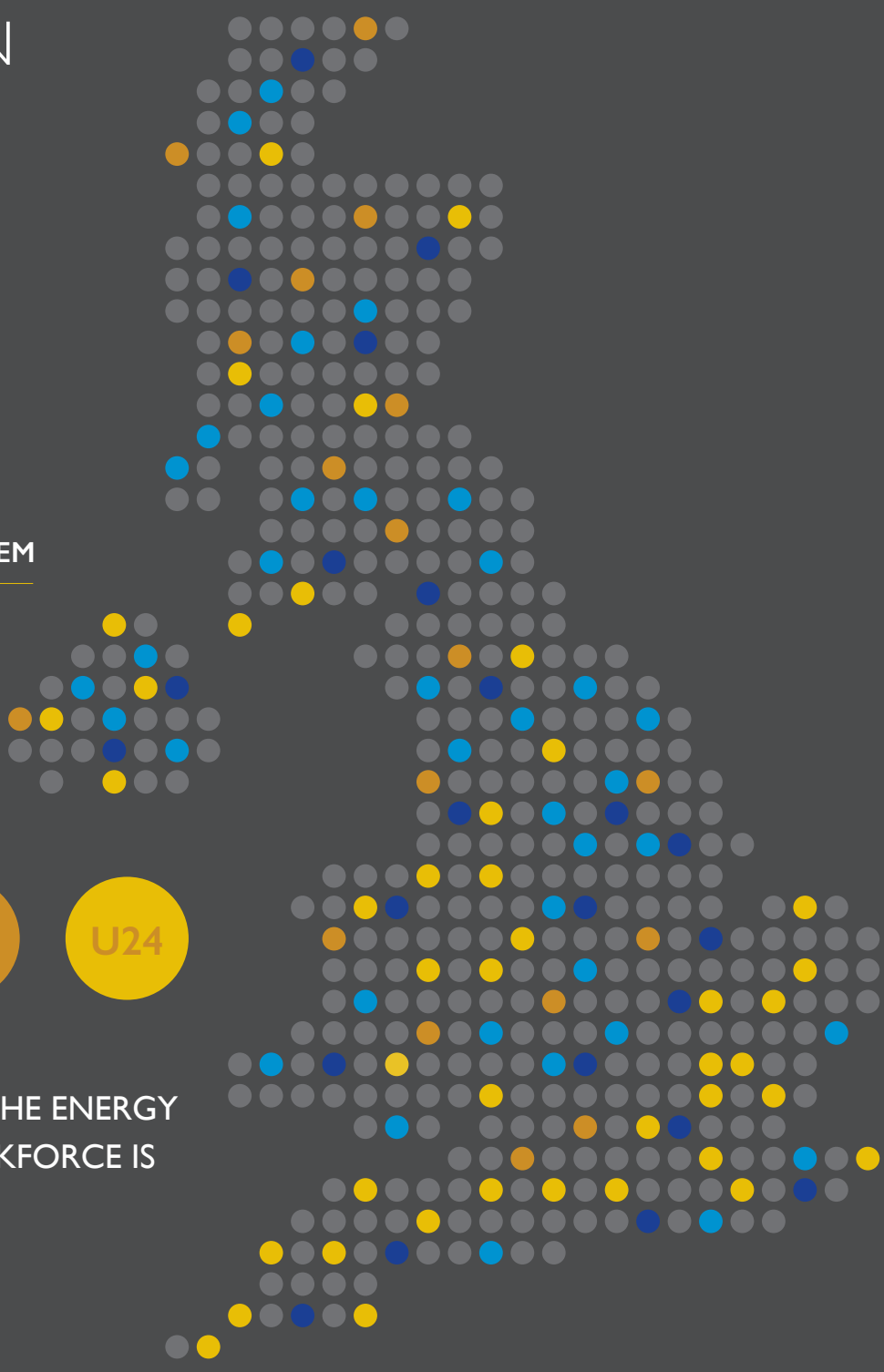
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**FOUR** GROUPS ARE  
UNDER REPRESENTED

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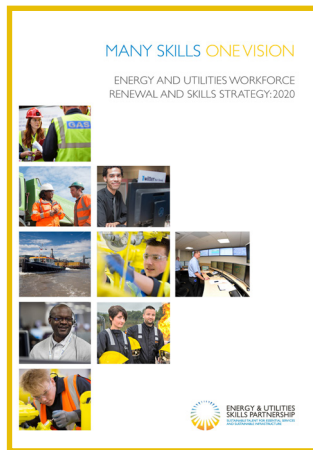
“WE COMMIT TO ENSURING THE ENERGY  
AND UTILITIES SECTOR WORKFORCE IS  
**INCLUSIVE AND DIVERSE**”



The Energy & Utilities Skills Partnership, led by sector employers, recognised in its Workforce Renewal Skills Strategy: 2020 that its current workforce fails to fully represent the 65 million people it serves every day.

It's no great surprise that 83% of the sector's workforce are male, compared to 53% for all sectors nationally.

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.



**“Through the inaugural skills strategy, led by the Energy & Utilities Skills Partnership, the UK’s utilities and their contractors have set out their ambition to enhance the diversity of their workforces and be ever more inclusive.**

This new commitment is a framework. It starts the collective action to help the sector workforce better mirror the communities it serves and secure the unquestionable benefits that result from having vibrant, truly inclusive and diverse teams.” –

**Nick Ellins, Chief Executive Energy & Utility Skills Group**



**“The Inclusion Commitment is an opportunity for all of us in the Energy & Utilities Skills Partnership to develop workforces that reflect the communities we all serve and tackle the challenge of increasing diversity head on.**

We are very keen to share best practice and drive change through proactive, transparent measures.” –

**Basil Scarsella, Chair of the Energy & Utilities Skills Partnership and Chief Executive, UK Power Networks**

See what each of the 32 CEOs said in support of the Inclusion Commitment at [www.euskills.co.uk/CEOQuotes](http://www.euskills.co.uk/CEOQuotes)

### CURRENT DEMOGRAPHICS

	✓ BAME	♿	♀	U24
Cross Sector	5%	13%	17%	8%
Power	8%	13%	24%	7%
Gas	8%	11%	23%	6%
Water	4%	12%	20%	8%
Waste	4%	16%	15%	6%
All UK Sectors	15%	15%	47%	12%



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.

32 employers led the launch of 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 25 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.

#### 2019 impact includes:

- 48% of website visitors were female
- Targeted marketing campaigns have reached over 3.5 million people

- Since 2017 marketing campaigns have provided 7.8 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) 121 745 1310

**E:** hello@energyutilitiesjobs.co.uk

**W:** energyutilitiesjobs.co.uk

**@EandUJobs**





## 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 #2020skills

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



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