



THE INCLUSION COMMITMENT

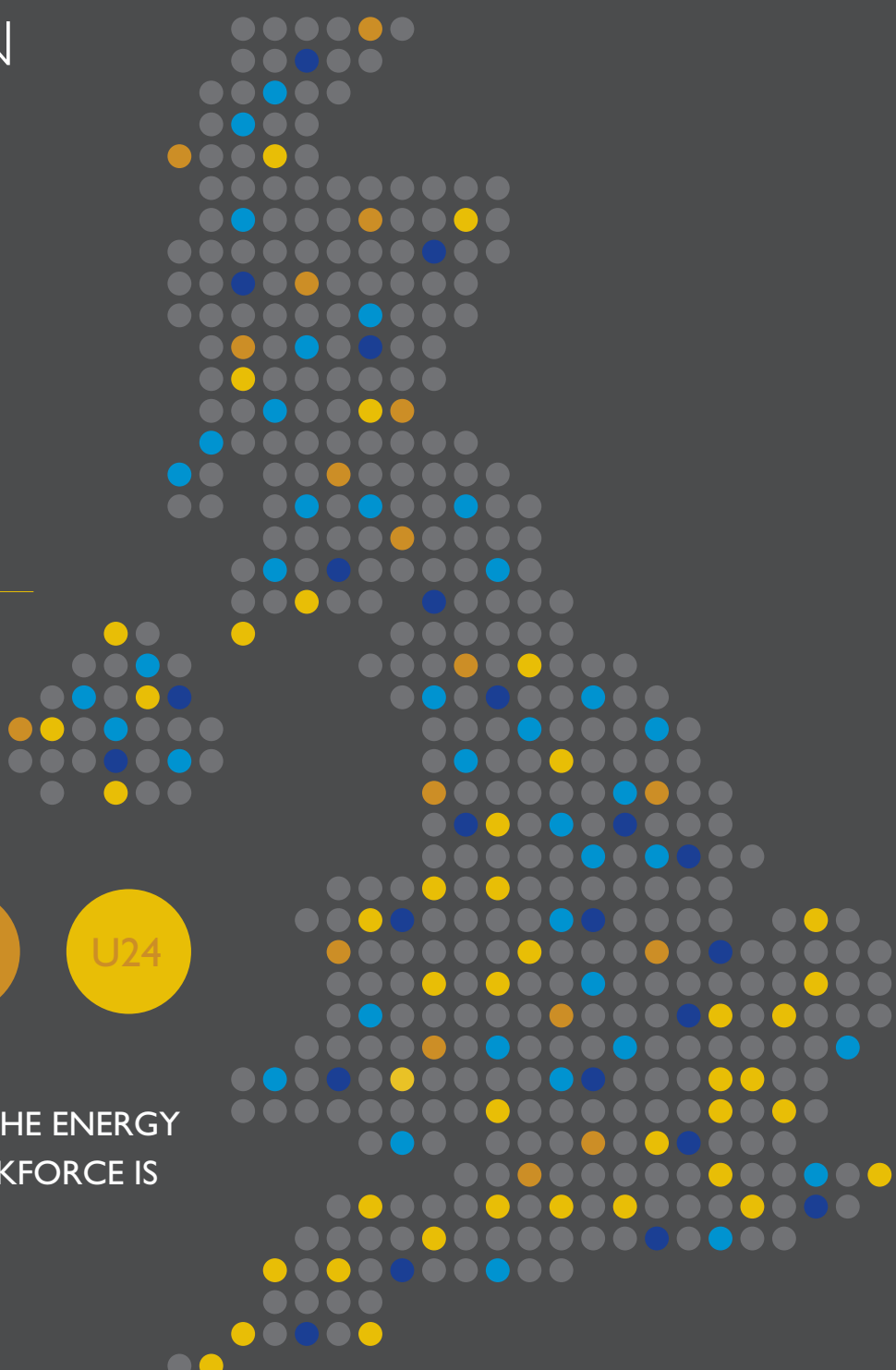
WE SERVE **65 MILLION**
PEOPLE EVERY DAY

OUR CURRENT WORKFORCE
FAILS TO FULLY REPRESENT THEM

FOUR GROUPS ARE
UNDER REPRESENTED



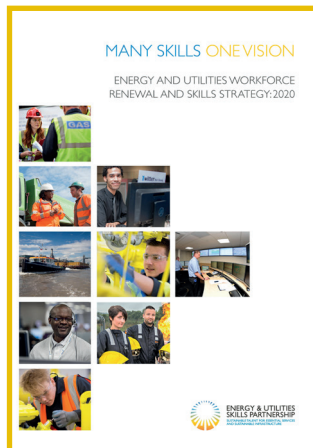
“WE COMMIT TO ENSURING THE ENERGY
AND UTILITIES SECTOR WORKFORCE IS
INCLUSIVE AND DIVERSE”



The Energy & Utilities Skills Partnership, led by sector employers, 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

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



Talent Source Network: Inclusion in Action

Talent Source Network (TSN) is where the sector has already come together to raise the profile of sector opportunities, attract more diverse entry level talent, and retain high value professional talent.

2018 Impact:

- 50% of our 2018 website visitors were female
- 28% of our job applications have come from our BAME Partnerships
- 47% of our talent pool is employer referred
- Reaching almost 5 million people to date and driven over 500,000 job views

2018 saw this unique collaboration of 26 leading energy & utility employers commit to engaging and influencing the diverse talent through an innovative digital platform and showcasing sector career and training opportunities.

TSN aligns with relevant and influential partners (strategic and commercial) to proactively raise the visibility of employer brands beyond what is possible as individual companies.

TSN is proven to be able to attract a diverse pool of talent using role models within the sector and by targeting recognised underrepresented communities. As a sector we are better able to respond to market changes, attract talent, and build workforce resilience through a better employer referral network.

Are you a conscientious employer?

Find out how we can support you to deliver on your inclusion commitment by calling Aidan Brooks on **0845 077 99 22**, visiting www.talentsourcenetwork.co.uk or following us on twitter: @networkedtalent





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



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