

Supergen



Offshore
Renewable
Energy

Equality, Diversity and Inclusion in Offshore Renewable Energy academia & industry – What has been effective so far?

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Aims to be a 'beacon of EDI'



Internally

Seeking to implement best practice in its own processes

Externally

Seeking to increase Equality, Diversity and Inclusion through interaction with industry, academia and other stakeholders

Offshore Wind Sector Deal Targets

- 1 year on

- 33% women by 2030 (up from 18%)
with ambition to reach 40%
- 9% BAME by 2030 (up from c.5%)
with ambition to reach 12%



Projected Offshore Wind Jobs

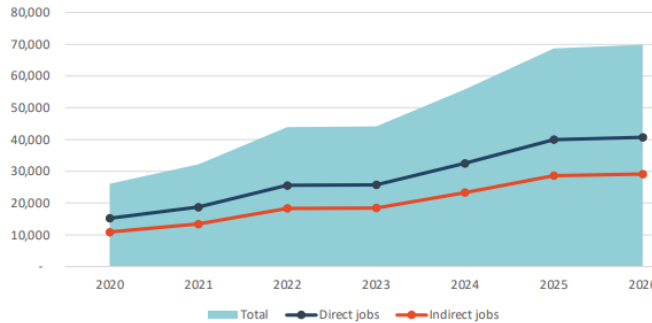
By **2026**, UK Offshore Wind is forecast to employ



69,848

jobs. 40,700 direct jobs and 29,148 indirect jobs.

UK Offshore Wind Jobs Forecast to 2026



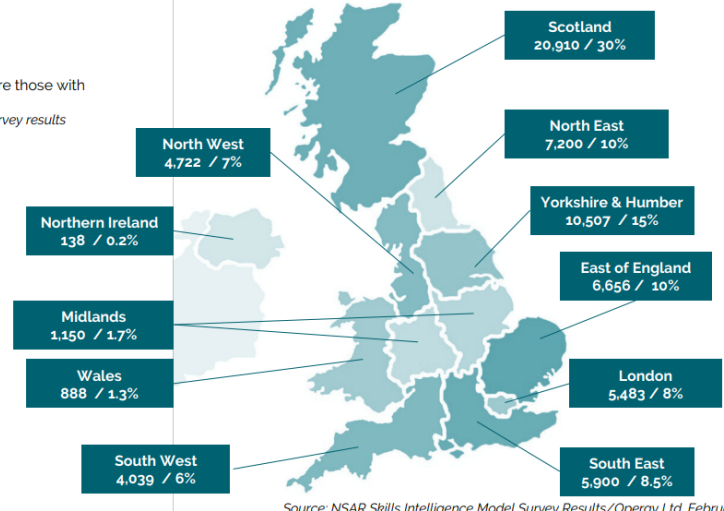
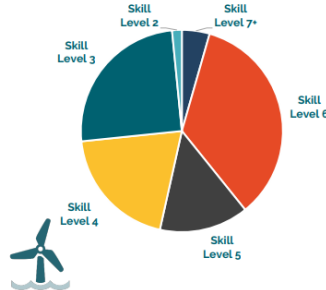
Regional Forecasts 2026

OffshoreWind
IndustryCouncil

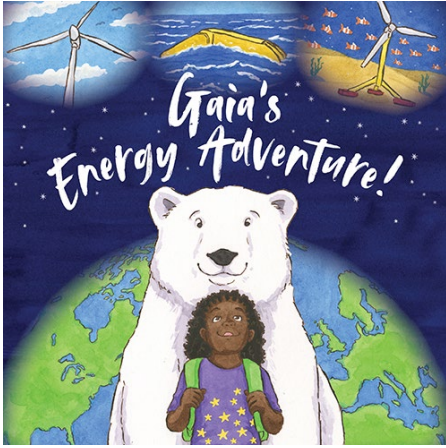
UK Total Workforce Forecasts
Data shown by UK region.

Scotland and the east coast regions of England are those with the greatest share of forecasted jobs.
Note: Regional Forecasts are extrapolated based on survey results proportions applied to investment forecasts.

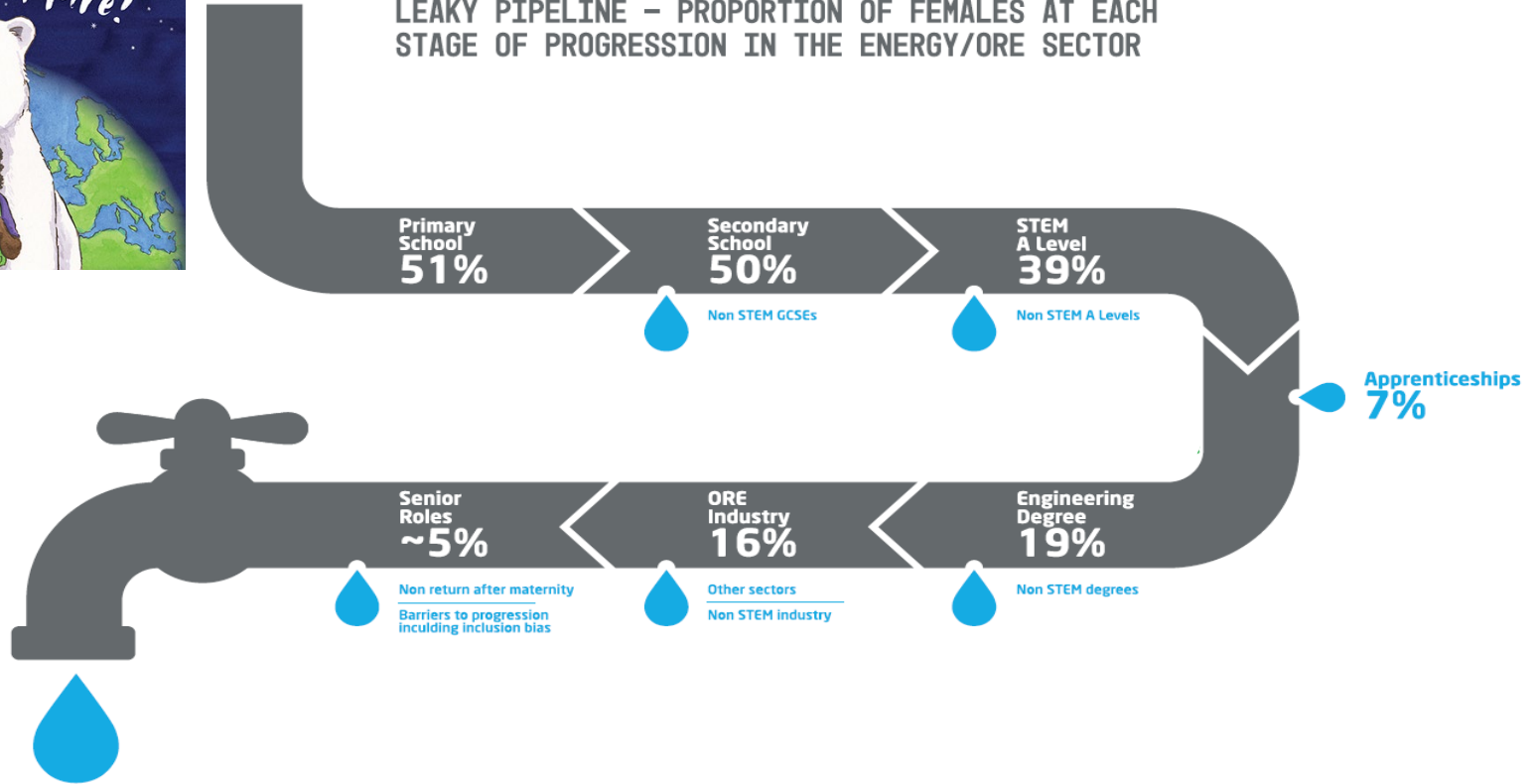
Forecast Skill Levels (at 2026)



Source: NSAR Skills Intelligence Model Survey Results/Operry Ltd. February 2021



LEAKY PIPELINE – PROPORTION OF FEMALES AT EACH STAGE OF PROGRESSION IN THE ENERGY/ORE SECTOR



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Session overview

- 9:00 Welcome and Introduction
- 9:05 Ørsted: D &I in Offshore Wind - Emma Toulson, Ørsted UK
- 9:15 Industry and Academia Interaction - Mara Makoni, Association for Black and Minority Ethnic Engineers
- 9:25 Good Mentorship/Allyship - Pooja Goddard, Loughborough University
- 9:35 Supergen-erations - Ross Wigg, Lead Industrial Partner, Supergen ORE Hub
- 9:45 Panel Discussion
- 10:15 Close