



Supergen



Offshore
Renewable
Energy

Panel session 2: People Power

How to grow and sustain the workforce of people needed to deliver net zero and ensure that EDI is a core element of the journey to 2030 and beyond?

www.supergen-ore.net | [#SupergenORE23](https://twitter.com/SupergenORE23)

UK
RI

Engineering and
Physical Sciences
Research Council

Ajai Ahluwalia - Head of Supply Chain, RenewableUK

Supergen



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Renewable
Energy



Engineering and
Physical Sciences
Research Council

Growing a sustainable
workforce for net zero;
an underwater
perspective



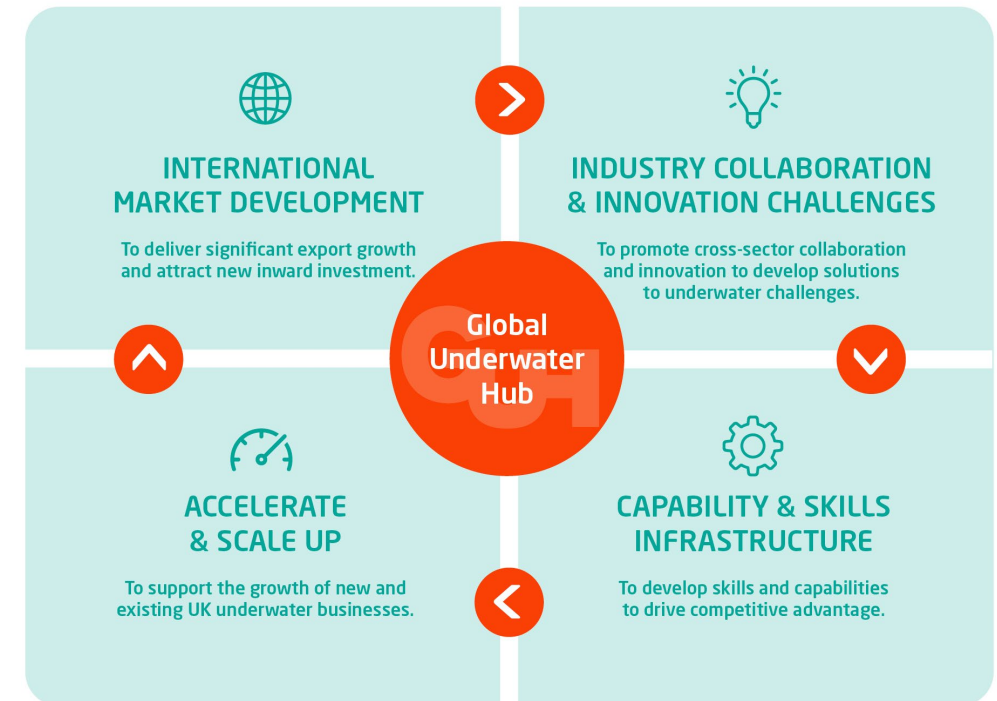
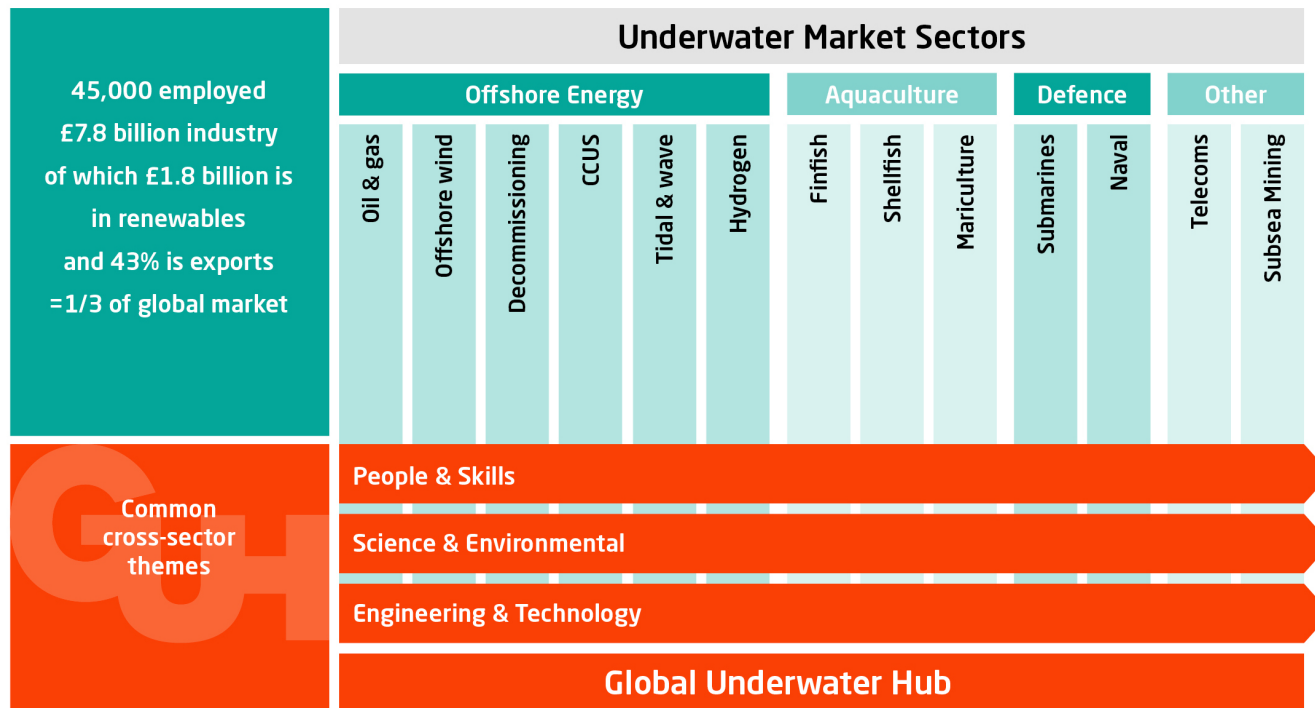
Access. Connect. Grow.

SuperGen Annual Assembly July 12th 2023

GUH vision and objectives



To transform the UK's **underwater industry** into one of the largest and fastest-growing industries in the country, accelerating the transition to net zero, creating high value jobs, technology and exports.



Why are skills important to us?

The opportunities:

- Global underwater industry set to grow from £50bn to £140bn by 2035
 - Blue Economy set to reach \$3tn by 2030 (OECD)
- UK currently supports 45,000 jobs, and has a third of global market share but global competition increasing
- Underwater industry critical to acceleration of net-zero ambition
- Major growth opportunity for UK underwater industry to scale up creating new technology, exports, jobs and GVA

The challenges:

- Lack of awareness, STEM 'leavers' and visibility of relevant pathways
- Embedding ED&I into corporate strategy and the policy agenda



Global
Underwater
Hub

The Blue Opportunity

unlocking a depth
of sustainable wealth
under the ocean

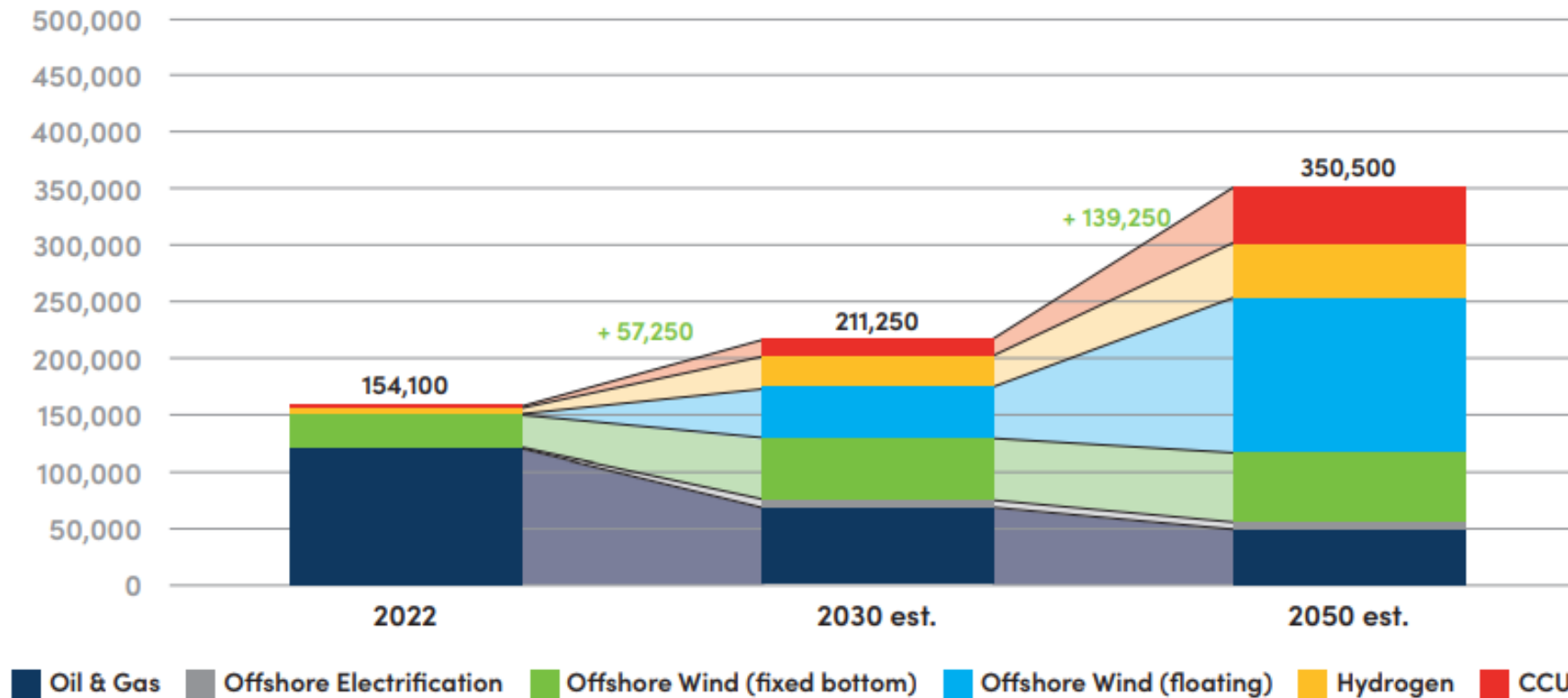


Future people and skills demands UK net zero



Offshore energy sectors

2022 to 2050 Jobs Estimates by Sector – Direct & Indirect Employment



HS2
£71bn / 30,000 jobs

+

Hinckley C
£33bn / 25,000 jobs

Sizewell C
£18bn / 25,000 jobs

Global Underwater Hub skills and STEM support



Subsea Target

Previous initiative supporting military personnel transition to energy industry



Subsea Channel

Primary education resource packs showing real-life applications of scientific principles



STEM Challenge

Annual UK-wide secondary education competition for pupils interested in STEM



GUH Workforce Sustainability Group

Support the sector to develop a sustainable future workforce



Andy Williamson

Business Development Director
Global Underwater Hub

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Creating Inclusive Cultures

Fiona Jackson, Associate Consultant

12th July 2023



Empowering organisations to engineer inclusive cultures to attract, develop and retain talent.



- Events
 - Careers Fairs
 - Conferences
 - Engineering Talent Awards
- Pathways Programme
- Recruitment
- Training
- Consulting





"The Supergen Offshore Renewable Energy (ORE) Hub is dedicated to encouraging a supportive and inclusive culture.

It is within our best interest to promote diversity; eliminate barriers to participation; and create a culture in which equality of opportunity is a priority for all researchers; employees; candidates for Fellowships; applicants for grants and awards; and others who engage with the Supergen ORE Hub."



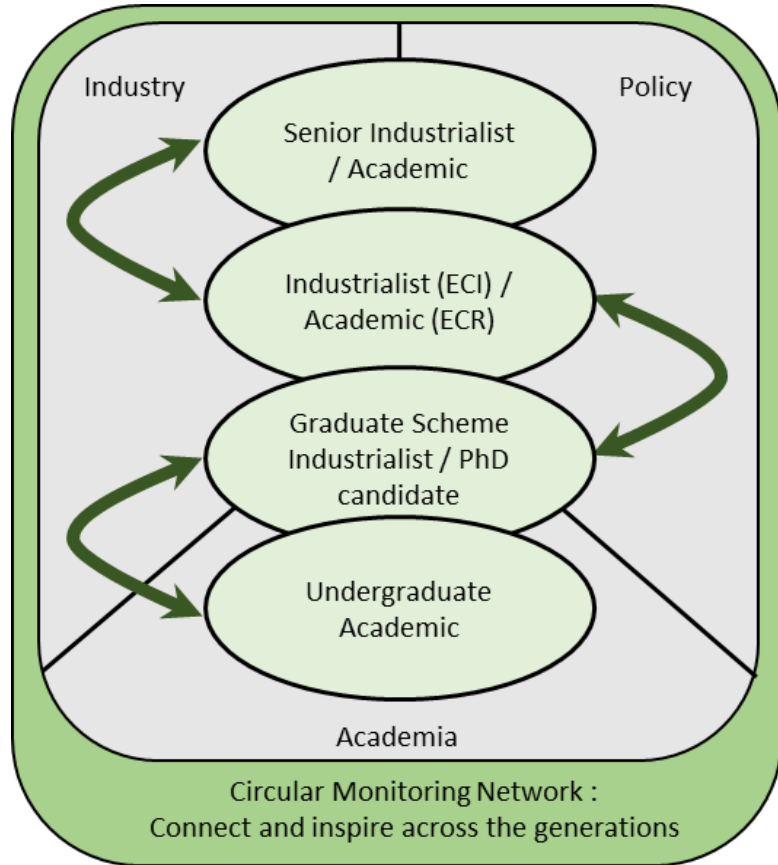
Stage 1: Part A
Inclusive Cultures Survey



Stage 1: Part B
Focus Groups



Stage 2:
One-to-One's



Supergen-erations Mentoring Programme

Reciprocal – Learning from each other’s experiences

Intergenerational – easier to relate to someone nearer your own age

EDI Sensitive – seeking to pair common characteristics

Networking – the mentoring group will meet from time to time – helping build a wider network

Industry and Academia – open to both academic and industry participants

We are recruiting participants at all levels – if you are interested in getting involved please

Equity Diversity and Inclusion

The Supergen ORE Hub seeks to be a 'Beacon for EDI'.

We want to understand our community and ensure we are responsive to the different challenges we all face.

EDI Questionnaire – What is your experience of interacting with the Supergen ORE Hub? Please scan the QR code and complete the survey (later).

EDI Interviews – More in-depth discussion about issues with EDI in the Network – confidentially carried out by Equal Engineers.



Panel session 2: People Power Q&A

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