



Supergen



Offshore
Renewable
Energy



NEW INDUSTRY – NEW APPROACH EDI IN ENGINEERING SCOPING STUDY

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Led by



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ABOUT US



- Stefi is a Psychology Post-Doctoral researcher at the University of Hull's Centre for Human Factors
- Her research focuses on Human Factors in the offshore wind industry and she acted as the lead researcher and author of the EDI Scoping Study
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SCOPING STUDY AIMS



- To determine the current state of EDI in engineering, in particular the offshore renewables sector
- Propose an action plan, to improving EDI in this sector through engagement with each stage of education and career development

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STUDY METHODOLOGY

Research

- Reviewed a wide range of academic and industry EDI literature and information sources.
- Identification of main organisations active in EDI
- Identification of key themes emerging from existing knowledge

Analysis & Synthesis

- Interviews with key influencers working for positive change to triangulate research findings.
- Interviews with selected offshore personnel as part of PhD research
- Analysis and synthesis of research material and interviews

Report & Action Plan

- Development of full Scoping Report and Summary Report documents
- Recommended Action Plan for Renewable Energy Sector in academia, renewables industry and individual organisations

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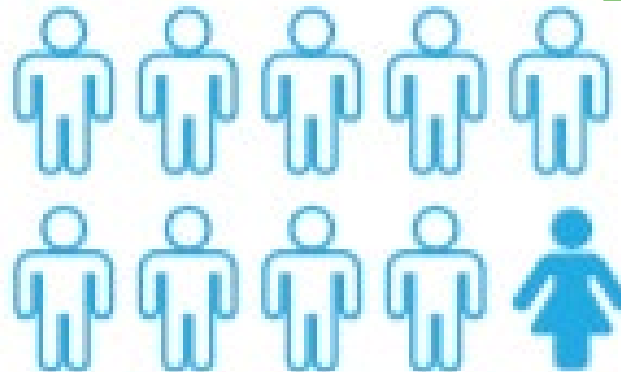
CURRENT ISSUES AND TARGETS FOR CHANGE

16% of the OSW workforce are female

90.7% of engineers are male



The **Offshore Wind Sector Deal** states that women should represent **30%** of the OSW workforce by 2030, ideally aiming for **40%**



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CURRENT ISSUES AND TARGETS FOR CHANGE

5% of the OSW workforce are BAME

7.8% of engineers are BAME



The **Offshore Wind Sector Deal** set the target to increase BAME representation to **12%** by 2030

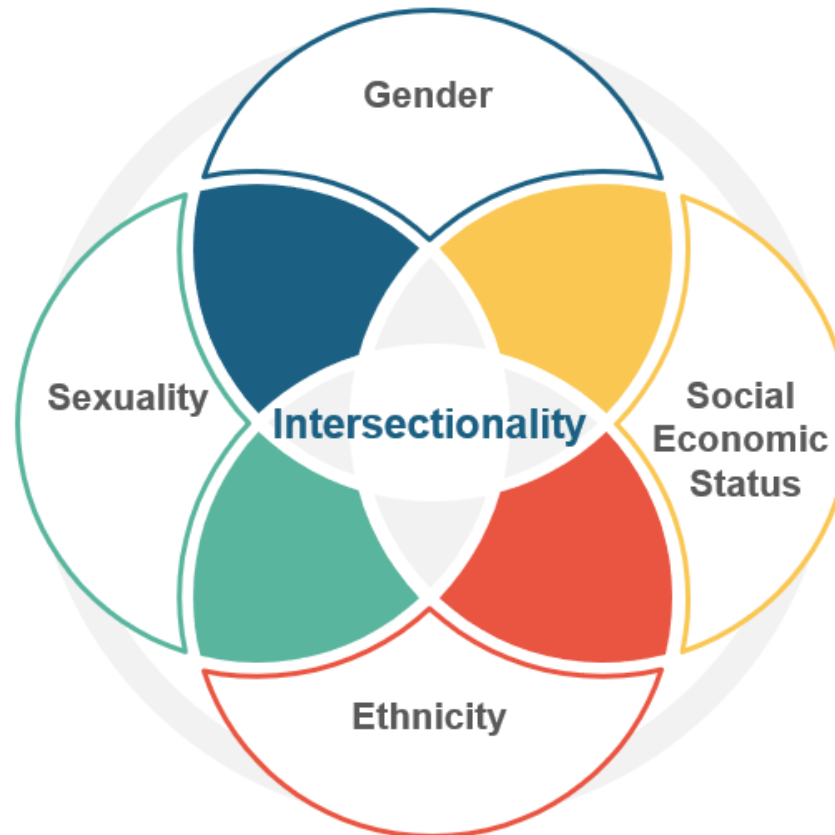


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EDI FACTORS NOT ADDRESSED IN THE TARGETS

- Disability
- LGBTQ+
- Social mobility
- Age
- Neurodiversity



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EDI DEFINITION

Equality:

The state of being equal, especially in status, rights, or opportunities.

(Oxford English Dictionary)

Diversity:

A range of many people or things that are very different from each other.

(Oxford English Dictionary)

Inclusion:

The action or state of including or of being included within a group or structure.

(Oxford English Dictionary)

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REASONS TO IMPROVE EDI APART FROM THE TARGETS



Lorna Bennett
Mechanical Engineer for OREC and STEM Ambassador

“*Having such a homogenous group of people in engineering puts the sector at a disadvantage. ‘Group Think’ becomes a problem – similar people thinking in similar ways doesn’t tend to foster innovation and creative new ideas, so industry can become stagnant and not progress.*”

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



Primary
School
51%

Secondary
School
50%

STEM
A Level
39%

Non STEM GCSEs

Non STEM A Levels

Apprenticeships
7%

Senior
Roles
~5%

ORE
Industry
16%

Engineering
Degree
19%

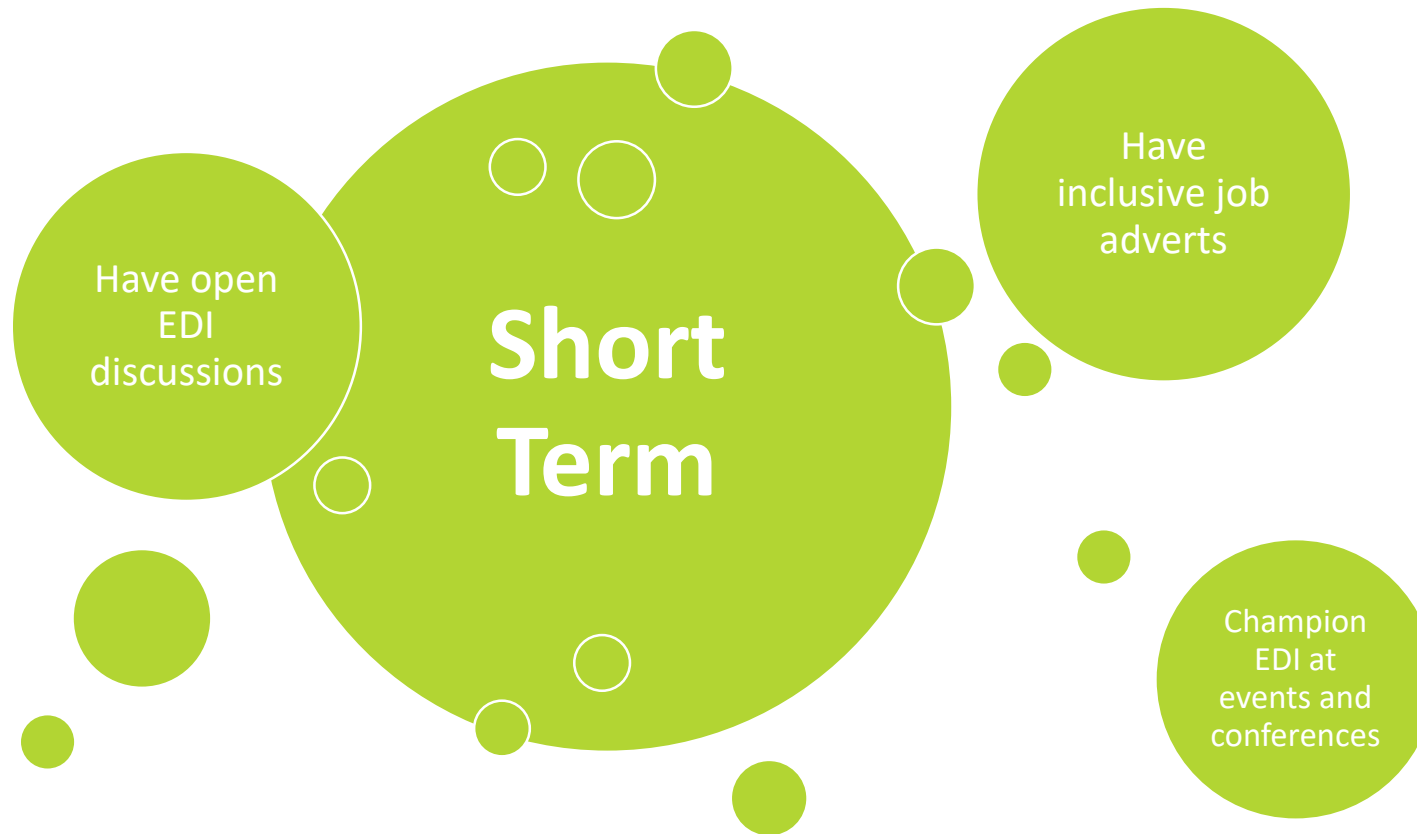
Non return after maternity
Barriers to progression
including inclusion bias

Other sectors
Non STEM industry

Non STEM degrees



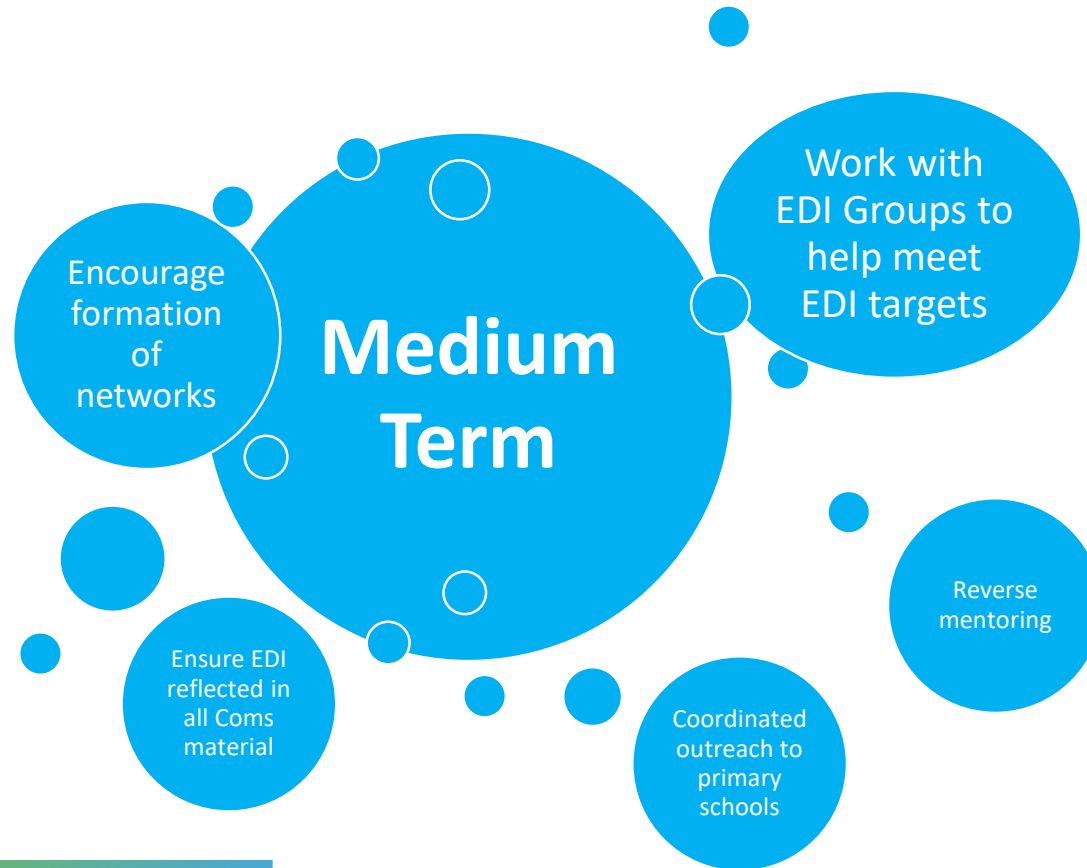
RECOMMENDED ACTION PLAN



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RECOMMENDED ACTION PLAN

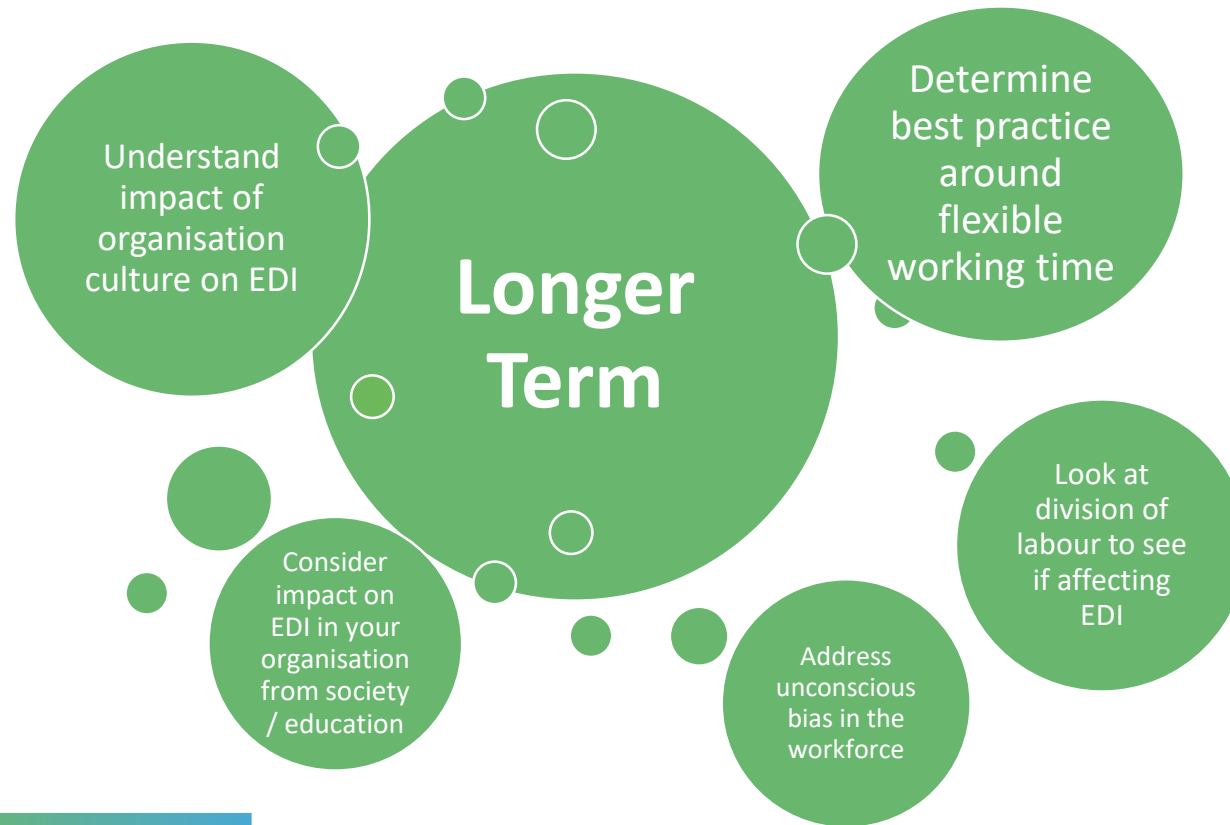


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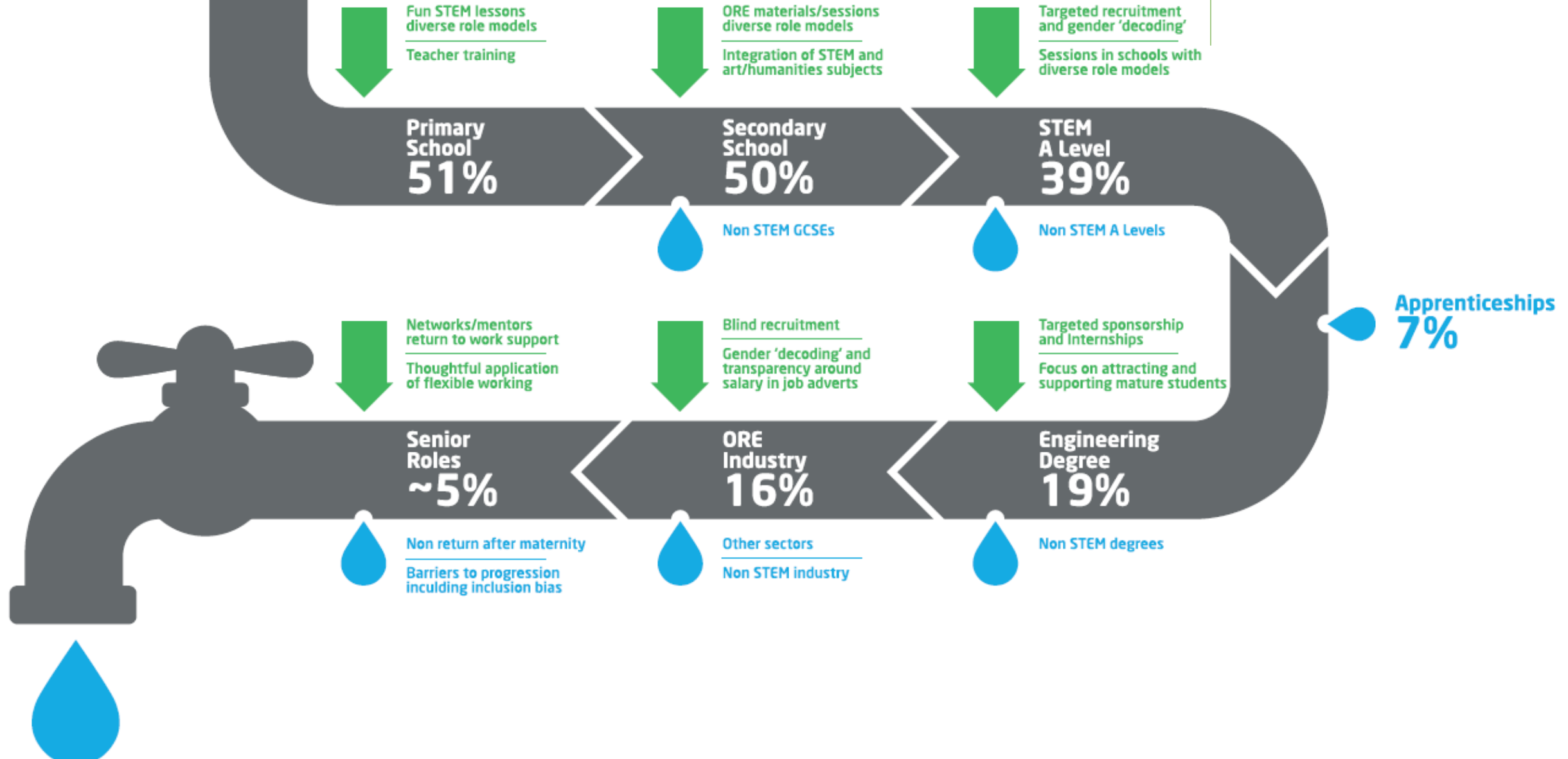


RECOMMENDED ACTION PLAN



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





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Copies of the report are available from the **Aura** and **Supergen Offshore Renewable Energy Hub** Booths in the Exhibition Hall.

Alternatively, visit <https://aura-innovation.co.uk/news/> to download a copy

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