

WOMEN IN ENERGY

SET YOURSELF
UP FOR SUCCESS
IN 2024//

 NES
FIRCROFT

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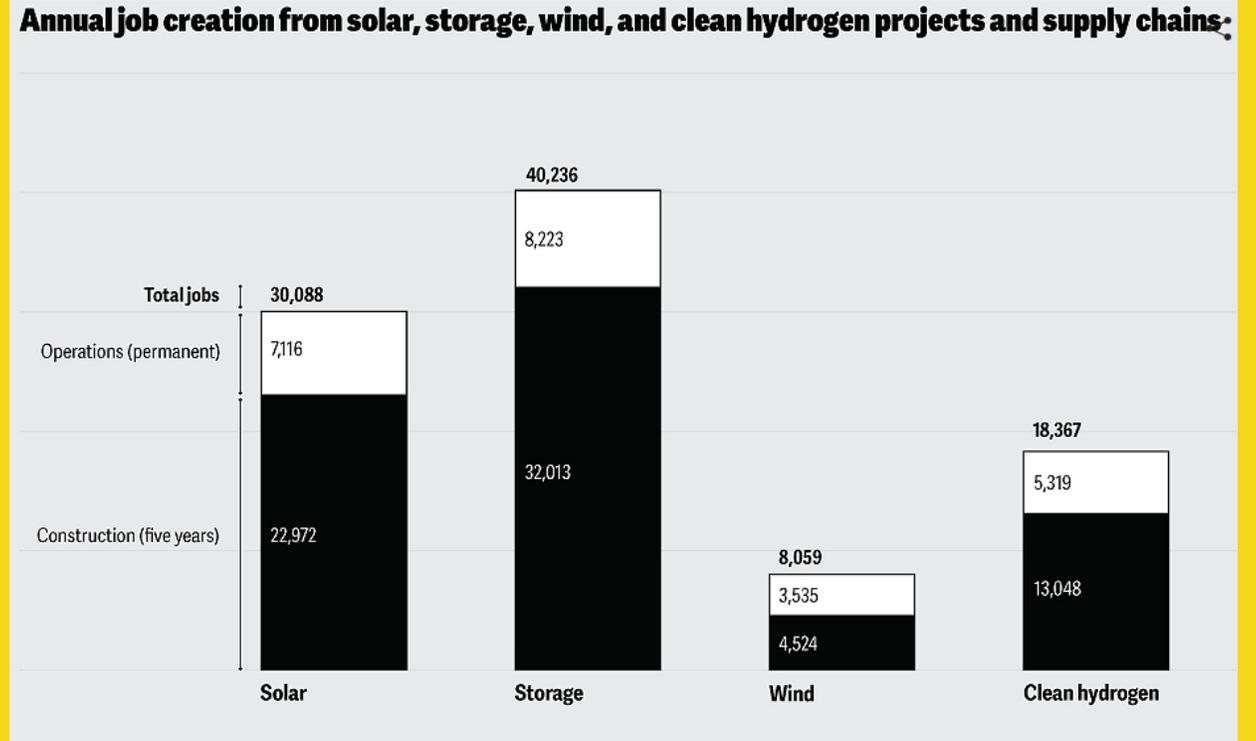


A nighttime photograph of the Taipei skyline, featuring the Taipei 101 skyscraper as the central focus. The building is illuminated with blue and red lights, and its spire is lit with a bright white light. The city lights are visible in the background, and a yellow horizontal band is overlaid across the middle of the image. The foreground shows a dark, forested hillside.

GLOBAL TRENDS//

Global Renewables- Growth and Investment Key Trends

- Regulatory Boosts
- Supply Chains
- Resilience In Renewables
- Resurging Technologies
- Reskilling the Workforce

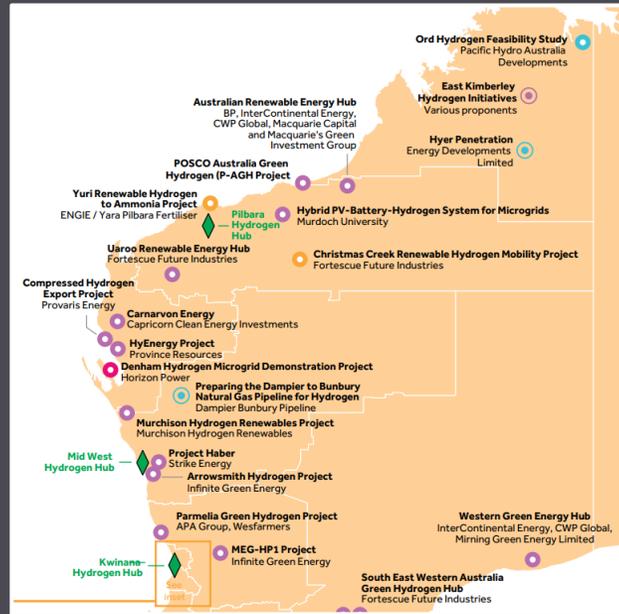


A nighttime photograph of the Taipei skyline, featuring the Taipei 101 skyscraper prominently in the center-left. The city lights are visible in the background, and a dark, forested hillside is in the foreground. A semi-transparent yellow banner is overlaid across the middle of the image, containing the title text.

AUSTRALIAN RENEWABLES// CURRENT OUTLOOK

AUSTRALIAN RENEWABLES PROJECTS//

Growth and Investment





SKILLSETS: STAY AHEAD OF THE CURVE//

HOW TO ALIGN YOUR SKILLSET//

LOCATION	FUNCTION	ACTIVITY
Technical Skills	Design / Install / Operate / Maintain	<ul style="list-style-type: none"> • HYBRID ENERGY – HOMER • SOLAR – PVSYST OR PVCASE • WIND – SCADA, Control Systems, Offshore Structures and Moorings • POWER – Power Quality and Protection
Business Transferable Skills	Support The Energy Transition	<ul style="list-style-type: none"> • Project Management – have the ability to plan, monitor and execute, manage cost quality and risk and coordinate stakeholders • Market Trends, Profitability, Policy Viability • Environmental Skills – Impact on Environment and Society such as land use, biodiversity
Soft Skills	Relevant Across Disciplines	<ul style="list-style-type: none"> • Entrepreneurial and Innovation– Prepare to Be Out of Your Comfort Zone, there often is no roadmap • Values Driven • Teamwork • Stakeholder Management and Communication– regulator, client, contractor, internal

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HOW TO GET YOUR CAREER ON TRACK//

YOUR CAREER ON TRACK//

HOW	CONSIDER	ACTIVITY
Choose The Right Role and Company	<ul style="list-style-type: none"> • Can You Get Site Experience and if so, what are site visit options? • Employee Value Propositions • Hiring policy and Turnover • Progression and Surveys 	<ul style="list-style-type: none"> • Ask the tough Questions in Interviews • Look at the company Websites • Look at leadership profiles on LinkedIn • Look at the Companies impact on the community
Focus On Work Life Balance	<ul style="list-style-type: none"> • What does Flexibility Look like • What are the companies benefits • How does the company support working • What does a Hybrid Wok Culture Look Like • What is the vibe in the office and how is this supported • How does the organisation support my family life? 	<ul style="list-style-type: none"> • Set boundaries and stick to them • Ask questions • Take the Lead in office activities • Regular Check Ins with Your Leader • Recognise Toxic Culure • Check In on Your Limits – Avoid Burnout
Network For Success	<ul style="list-style-type: none"> • Networking Groups • Events and Conferences • LinkedIn – Be bold, connect and Reach Out • Mentoring Opportunities 	<ul style="list-style-type: none"> • Introduce Yourself and Ask Questions • Surround Yourself By Bright People and Stay Ahead of current trends • You don't have to be a LinkedIn stalker • Who are you Choosing and Why?



**NES WOMEN IN ENERGY//
GLOBAL SURVEY 2024**

WOMEN IN ENERGY GLOBAL SURVEY 2024//



About the Survey

- This is Our 5th Addition – Allowing us to track changing trends
- Report Spans 5 Continents
- Approx 2500 respondents – 75% in the sector less than 10 years, 67% female 31 male and 2 % transgender or prefer not to say
- 29% renewables / 23% oil and gas / 17% petrochemicals/ 15% nuclear / 15% energy retail



The Results

- Flexibility has increased but work life balance has not improved
- 47% of women advise commitment to DE&I policies are the same
- 83% of women advised they are more interested in working for companies committed to achieving net zero
- Enhanced parental leave is still the number 1 focus for women AND men planning a family when choosing a workplace.
- 61% of women in energy are considering leaving their current role.
- Top reasons for leaving include; interest in new challenge and sector, isolation and lack of training and mentoring.

A diverse group of seven business professionals, including four women and three men, are smiling and standing together in a modern office setting. They are dressed in professional attire, such as blouses, dresses, and shirts with ties. The background features large windows and a contemporary interior design.

**Putting people and
Communities at the
Heart of what we do**

THANK YOU

GET IN TOUCH//

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The Energy Job Market Outlook:

What does it take to succeed in 2024

Presented by Brendan Fernandez, Senior Advisor – Energy



State of Play

Where are we now?

National Summary

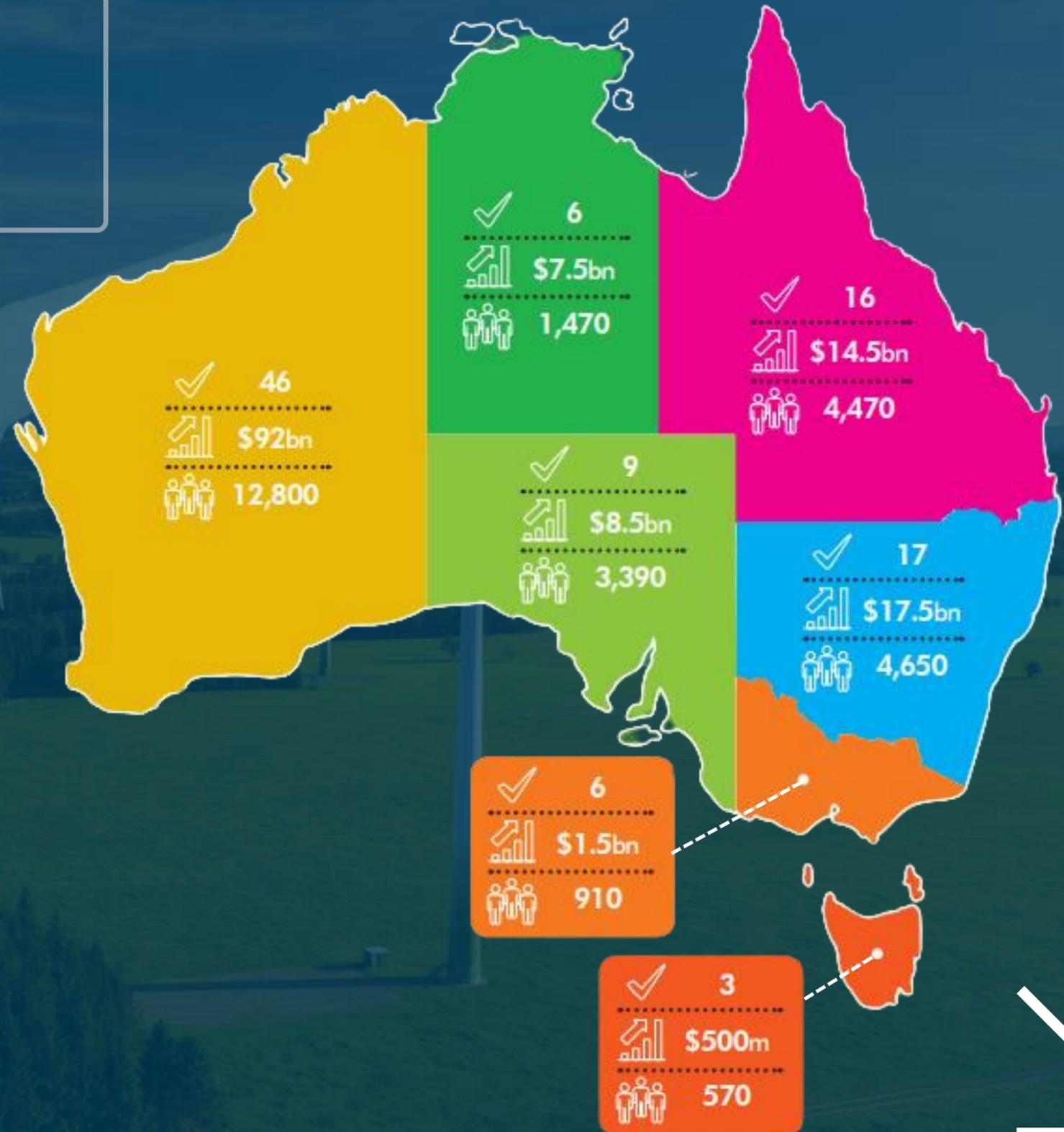
✓ **103**
Projects

↑ **\$142**
billion value*



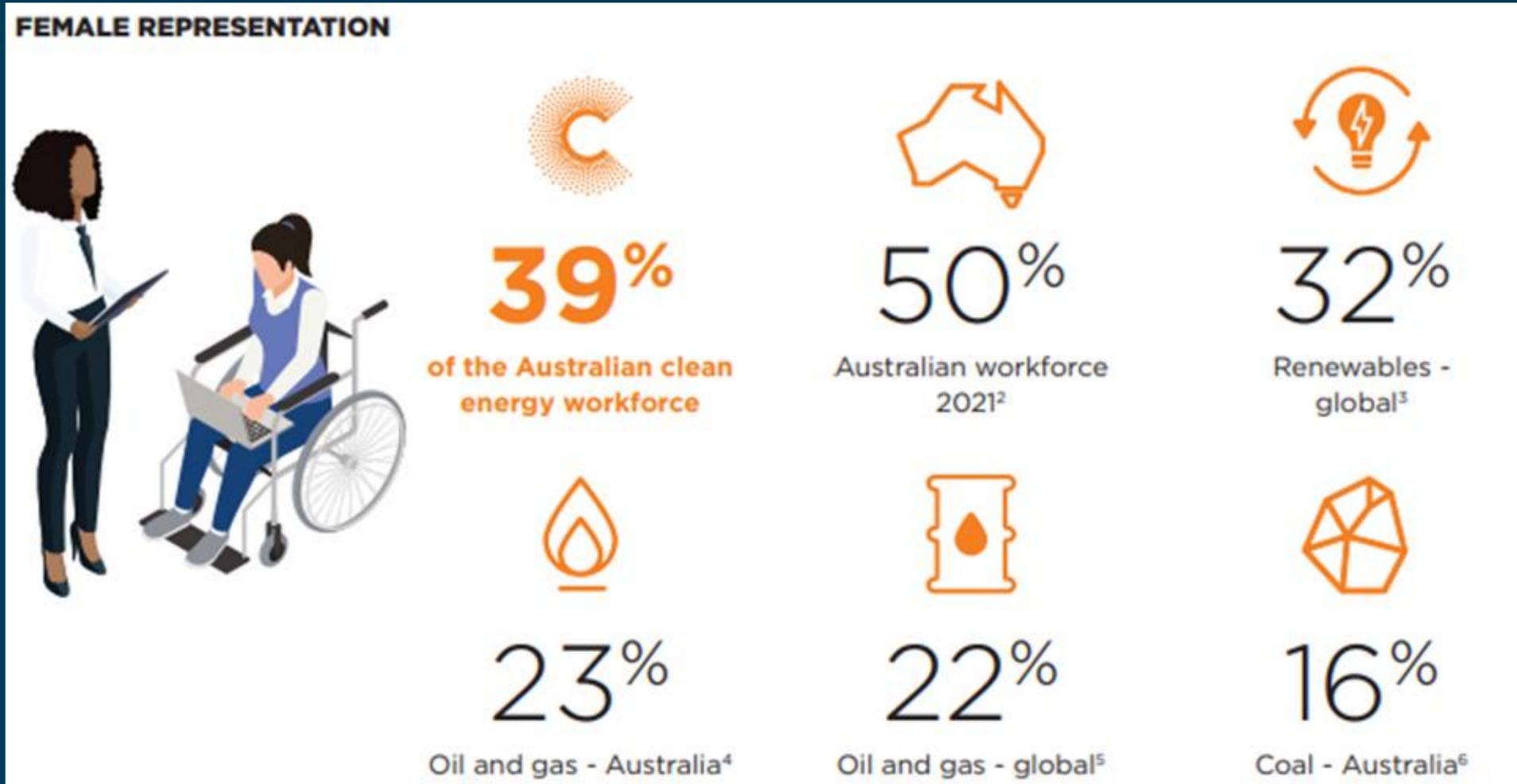
28,260
Additional workforce demand

Source: Australian Resources & Energy Employer Association Resources & Energy Workforce Forecast 2023-2028



Female Representation in Energy

How does Australia compare globally?



2 Workplace Gender Equality Agency, *WGEA Data Explorer, All industries*, data.wgea.gov.au/industries/1
 3 International Renewable Energy Agency, *Renewable Energy: A Gender Perspective*, January 2019, irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf
 4 Workplace Gender Equality Agency, *WGEA Data Explorer, Comparing oil and gas extraction and coal mining*, data.wgea.gov.au/comparison/?id1=90&id2=240
 5 International Renewable Energy Agency, *Renewable Energy: A Gender Perspective*, January 2019, irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf
 6 Workplace Gender Equality Agency, *WGEA Data Explorer, Comparing oil and gas extraction and coal mining*, data.wgea.gov.au/comparison/?id1=90&id2=240

What Opportunities Ahead?



2024

The Most In-Demand Roles in Energy

Engineers (All Disciplines & Levels)

Commercial Manager

Contracts Manager

Control Room Operator

Environmental

Finance & Legal

Portfolio Manager

Project Managers

Material & Procurement Specialist

Mechanical & Electrical Technicians

Battery Design Specialist

Site Administrator

Site Installation



How do we get there?

(i) How can organisations be more attractive to women in the energy sector?





Offer flexible working arrangements: Understand that many women balance career and family responsibilities. Flexible hours and remote work options can significantly ease this balance, making the workplace more accommodating for women.

Case Study

Worley

Implementing a 4-day work week trial at La Trobe Valley Station



Organisation Profile:

- Global provider of professional project and asset services in the energy, chemicals and resources sectors.
- 48,000+ employees globally

Site Overview:

- Worley Power Services power station maintenance team in the Latrobe Valley
- 80-120 employees on site in mostly mechanical and electrical roles



12,300
employees in Australia

The Objectives:



- To increase diversity
- To support health & wellbeing of employees
- To increase flexibility
- To improve engagement

The Strategy:



- Consult with the workforce
- Include 4-day work week shift in the Enterprise Agreement
- Consider any financial implications for workers
- Undertake a role and task analysis
- Test and trial 4-day work week
- Analyse and report results
- Survey Employees

Indicators of success:

- Retention of key talent
- Safer Workplaces
- Improved morale



i

Advice for Replication:

- Collectively talk about the benefits with all parties, which takes time
- Recognise some people won't want to change, so balancing all perspectives and recognising this fact is important to bring everyone on the journey.



Invest in health and safety measures and facilities and encouraging employee feedback and participation: Create safe spaces for women to voice their concerns and suggestions, ensuring that their unique perspectives are considered in decision-making processes.

Case Study

Woodside Energy

Gender equality matters (GEM)



Gender Equality Matters (GEM) at Woodside: A Journey Towards Inclusion and Diversity

Origins & Evolution:

- Started in 2012 as 'Women of Woodside' with over 1000 members.
- Renamed to GEM in 2018, now over 1300 members, ~33% male.
- Introduction of a five-year strategic plan and first male co-chair in 2018.
- Goals & Commitment:

The Objective:

Lift the bar on gender equality and inclusion in the workplace.



The Challenge:

Eliminate gender bias, achieve gender equity and equality.



The Opportunity

Foster inclusive, diverse workforce culture aligned with company values.



The Strategy

Focus on fair and equitable management policies, diverse talent support.



Strategic Initiatives:

- Launched Inclusion and Diversity Strategy 2021-2025.
- Emphasis on inclusive leadership, inclusive workplace engagement, and respectful behavior.
- Commitment to workplace flexibility to meet diverse employee needs.

Innovative Programs:

2022 Flexible Public Holiday Trial in Australia, with plans for global expansion in 2023.



Indicators of Success:



- Female participation: Increased from 29.6% (2017) to 32.7%.
- Leadership roles: Female representation up from 17.7% to 25.2%.
- 2021 Graduate intake: 51% female, maintaining gender parity.
- Industry acknowledgment as a Finalist in CME's Women in Resources Awards.

Education Pathways to Australia's Energy Workforce



Vocational Education	Higher Education	Industry-led
Developing practical skills for a particular job function or trade	<ul style="list-style-type: none"> • Generalist education • Training for highly specialised professional occupations 	Industry delivers on-the job, firm specific training. Helps workers specialise with technologies and practices.
Certificates I-IV Diplomas Advanced Diplomas Graduate Certificates & Diplomas	<ul style="list-style-type: none"> • Higher education diplomas • Undergraduate degrees • Postgraduate certificates and degrees 	<ul style="list-style-type: none"> • Unaccredited training • Industry placements and work experience
Trades like electricians and automotive mechanics	Professionals like electrical engineers and environmental scientists	Job role specialisation

Education Pathways: Focus areas



Industry-Led Training:

- Informal, on-the-job training complements formal education.
- Offers a practical bridge to specific skills required by employers.
- Recognition of Prior Learning (RPL) can formalise this experience.
- Some training aligns with international standards, beneficial for mobile sectors like wind energy.



Promotion of STEM in Schools:

- Initiatives like Energy Club WA Next Generation Schools Program encourages energy career interest early.
- Highlighting the diverse roles in the energy sector to secondary school students is key.

What's next...

Collective Change

The solution doesn't lay within a one sector approach. It's in fact a collective effort of change.

Think Outside the Box

It's about thinking outside the square, outside the box, outside of our confines, boundaries, a coordinated, sometimes uncoordinated effort, in the pursuit of discovery of a solution.

Take the Wheel

It's a journey, one which each one of us in this room that has an opportunity to be part of, to not just be a passenger, but also be in the driver's seat as we help seek to drive, meaningful and sustainable change.





THANK YOU



Resource planning for the transformation of our electricity network

Executive Manager
People

Jo Christie





**Western Power acknowledges the Traditional Owners of the land on which we meet,
and we recognise their continuing connection to lands, waters, and communities.
We also pay our respects to Elders past, present and emerging.**

Western Power today



3,200
strong workforce



2+ million
people connected



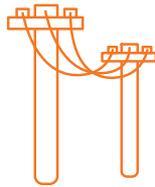
1.9GW
grid connected
solar



13 community
batteries



168 stand-alone
power systems



104,000km
of power lines



277,000
streetlights

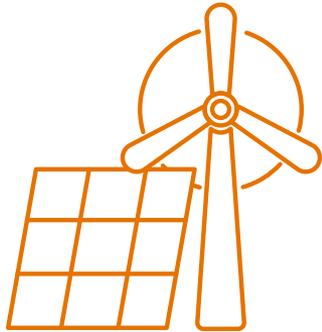


\$299.8M
dividend to
Government

**Our grid
covers
255,000 km²**

Operating context

Western Power's operating context has changed since 2021



SWIS
generation
transition



Industrial
decarbonisation
accelerating



Western Power
operational
challenges



Economic and
supply chain
headwinds

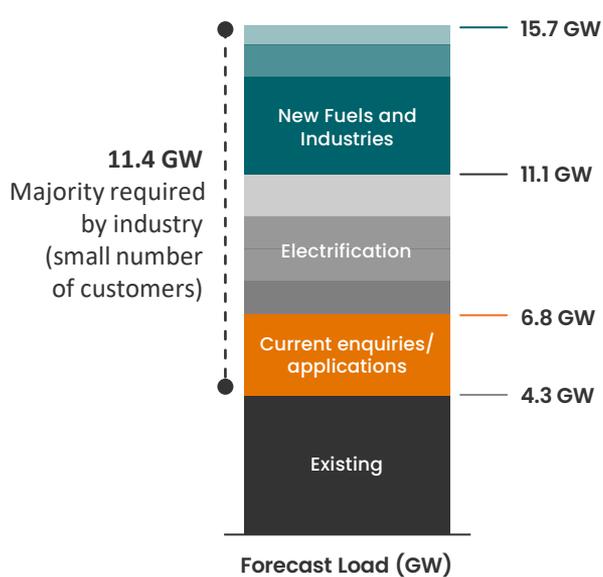


Expansion of transmission network

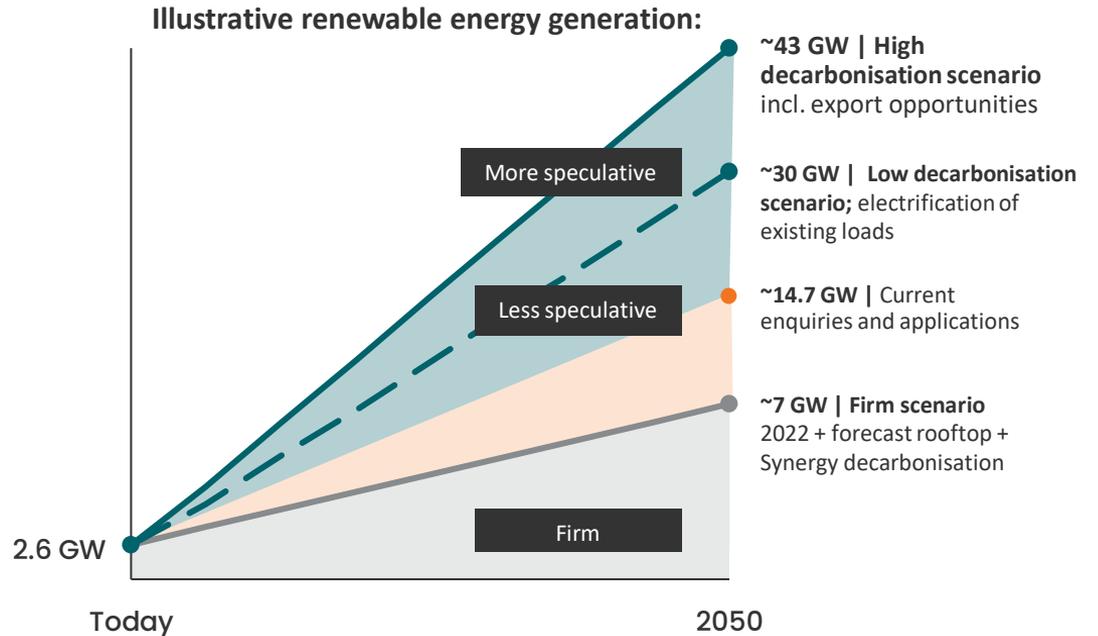
- Significantly increasing the SWIS network that serves the WA community and industry
- Making the most of renewable and other sources of energy
- Clean energy transition will require significant transmission investment as more industries connect to our grid as part of their decarbonisation plans
- Outcome: supporting increased sustainability in WA

The need to enable state development is clear

Industry load is increasing, with a majority required by industry:



A significant step change in renewable energy generation is anticipated, despite a wide range of scenarios.



SWIS Demand Assessment

- SWISDA considered requirements of existing industrial users and potential growth in new industries like hydrogen and critical minerals
- It provides a vision for investment in transmission infrastructure essential in supplying low-emissions electricity, enabling industry to achieve their decarbonisation goals
- Government has provided \$126 million to Western Power to commence scoping, planning and network augmentation (long lead items)





"The location of world-class renewable resources at the fringe of the grid, coupled with the huge footprint of the SWIS, means more than 4,000 km of new high capacity transmission lines could be needed over the next 20 years to meet industry's demand for greener energy."

"The scale of work required is unprecedented, reflecting the nature of how electricity will be generated in a clean energy future."

What could the potential network augmentation look like by 2042?



Decarbonisation Network Planning in the SWIS

SWIS Region	Funding	High level scope
North Region Energy Program (NREP)	\$85M	Stage 1 – Scoping, planning & early long lead commitments to increase transfer capacity between Northern Terminal and Three Springs (\$80M) Stage 2 – Early scoping and planning (\$5M)
East Region Energy Program (EREP)	\$26M	Stage 1 – Scoping, planning and delivery of network augmentation to facilitate connection of additional generation in the East Region on a constrained basis (\$21M) Stage 2 – Early scoping and planning (\$5M)
South Region Energy Program (SREP)	\$5M	Stage 1 – Scoping and planning of SWIS Demand Assessment needs in the South Region
Central Region Energy Program (CREP)	\$10M	Stage 1 – Scoping and planning of SWIS Demand Assessment needs in the Central Region (\$5M) Stage 2 – Early scoping and planning (\$5M)
SWIS Total	\$126M	



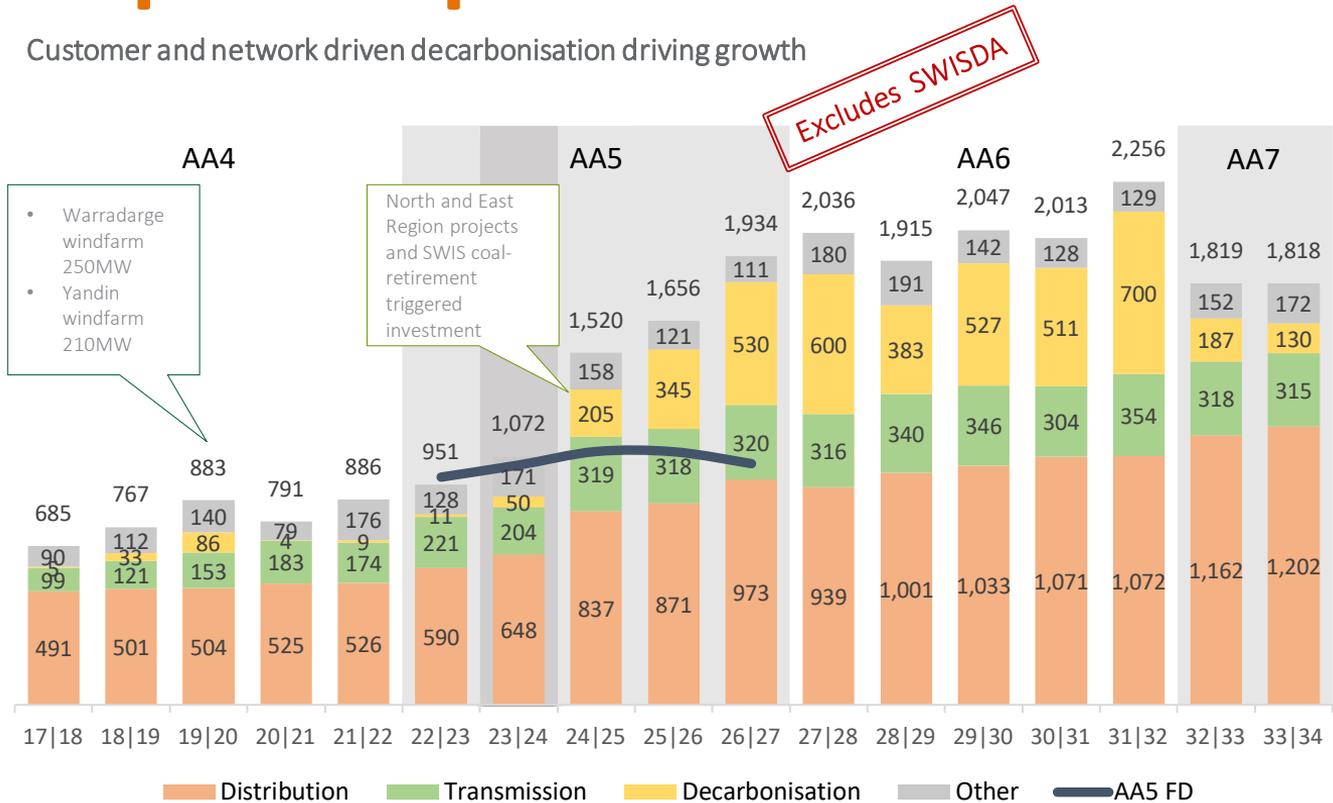
Existing work continues

Maintaining existing distribution and transmission network:

- Financial sustainability: providing value for community and shareholders
- Customer service: deliver reliability to Service Standard Benchmarks, cyber security
- Targeted underground program: 100,000 properties to receive underground power

Capital expenditure outlook

Customer and network driven decarbonisation driving growth



Investing in our network to support acceleration of decarbonisation goals via:

- Industry electrification
- Renewable generation
- Climate resiliency
- Improved reliability



Workforce planning

Western Power People Strategy | 2023-2026

Working together to power a cleaner energy future

Evolving

our highly capable workforce



Our highly capable workforce can reliably deliver current and future services

Engaging

our people



Our workforce will choose to stay, perform and thrive within Western Power

Empowering

our leaders



Our leaders support our people to achieve outcomes for our community

Enhancing

our culture



We have a culture that will enable great performance and business success

Our challenges and opportunities

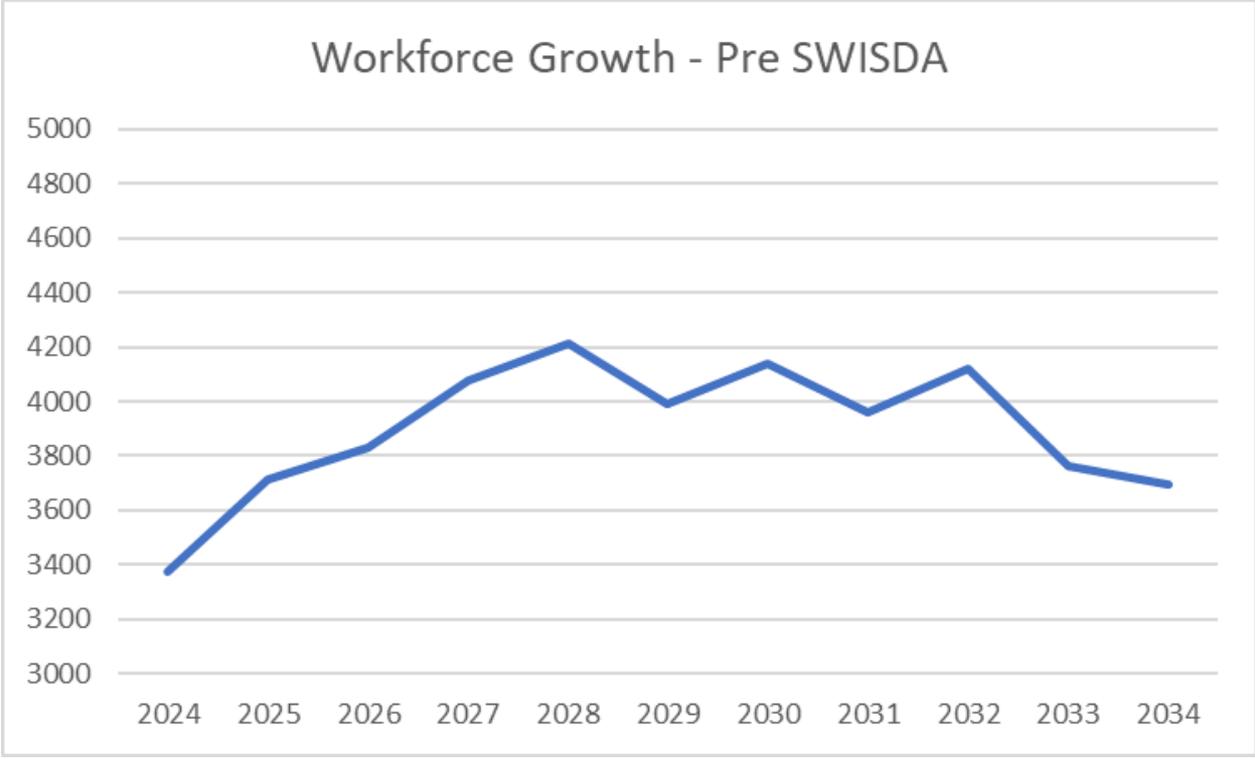
- **Our people requirements are changing** - as a result of our Strategy & external environment, and in a tight labour market
- **Forecasting our future work** - both capacity and capability
- **Our internal priority roles:**
 - Electrical engineers – power system planning & design
 - Project and Contract Managers – maintenance and construction
 - Specialised trades & technicians – Lineworkers, Cable Jointers, Electricians and Technicians (SCADA, Comms)
 - Diversity and inclusion

Our approach

- **Dedicated focus to Talent Acquisition** – growth in local recruitment supported by sourcing in other markets.
- **Building employer brand** – leading player in energy transition.
- **Growing our Entry Level Programs (e.g. Apprentices, Graduates, etc)** – programs have expanded in recent years. Currently 160+ entry level employees and growing.
- **Upskilling of existing workforce** – cross skilling and upskilling through Power Training Services and partnerships
- **Delivery model options** – partnering with contractors to deliver

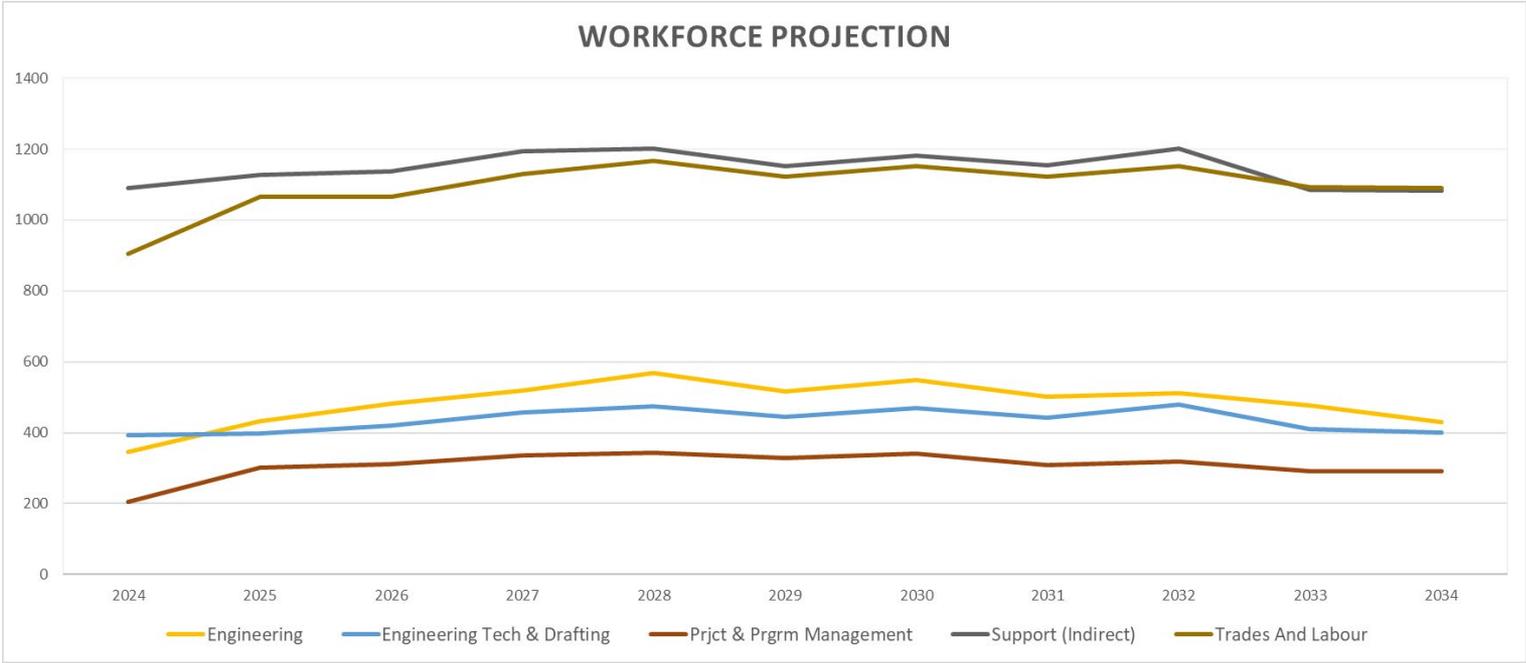
Workforce Projections

Overall Growth



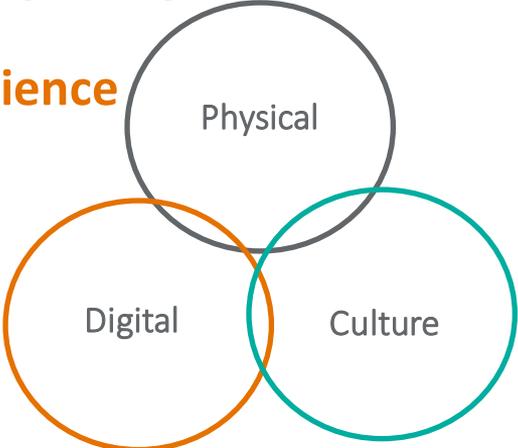
Workforce Projections

Top 5 Growth Areas



Building our Employee Brand

Employee Experience



Physical

- Depot Roadmap
- Future Fleet



Digital

- Roadmap— End User Value "Makes my life easier"



Culture

- Employee Journey
- Leadership (Accountability, Collaboration & Inclusivity)



Productivity



Safety



Employee Attraction and Retention



Customer Satisfaction



Performance



Employee Journey



Attract

Why should I work for you?



On-Board

How am I set up for success?



Manage

What are the systems and procedures that help me do my job and stay on track?



Reward

Do I feel valued and recognised for the work I do?



Keep

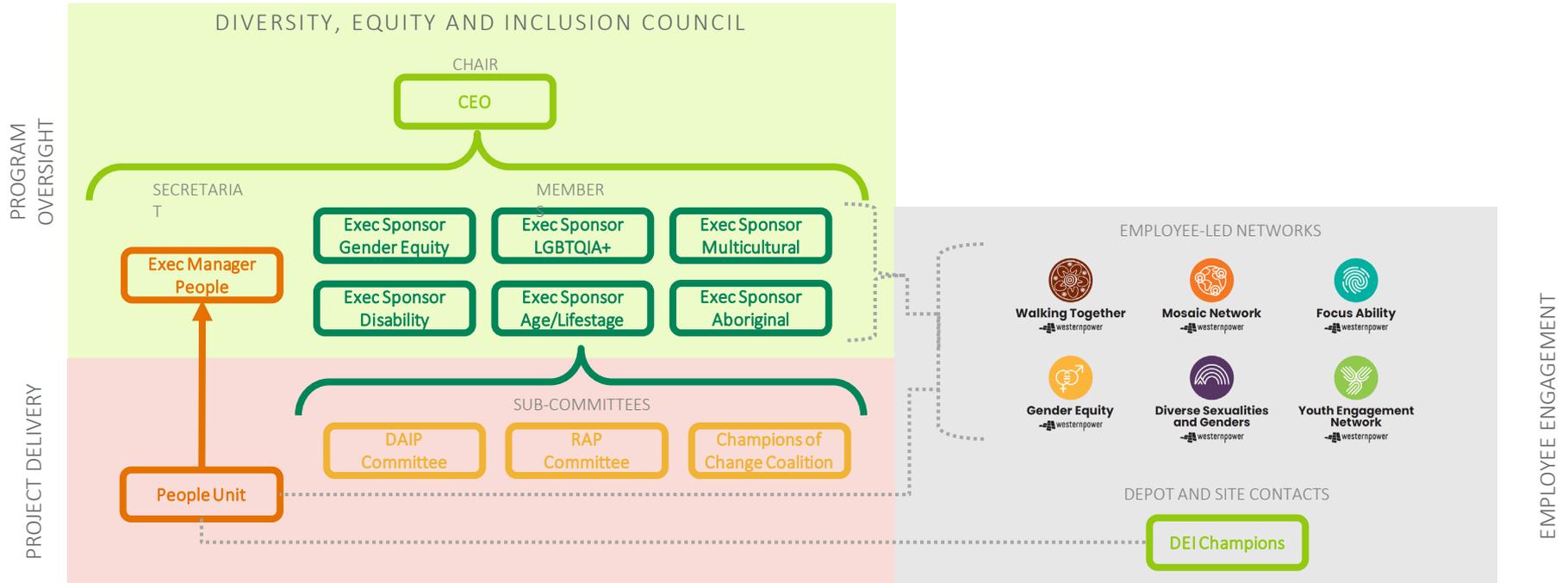
Do I feel I belong and get the development, progression and leadership support to keep me here?



Leave

When it is time to go do I still feel respected and am I likely to still recommend as a place to work?

DEI



Gender Equity Employee Network

What are our Objectives

Our 2023/24 key objectives are listed below

- Enabling education opportunities and awareness campaigns for Gender Equity group, and beyond with a view to change biases and enable change throughout Western Power
- Engaging members and Western Power colleagues through programming, coordination and implementation of events and functions
- Actively challenging systems and practices, and championing an equitable culture, through advocacy and support.

Circle In – Parents and carers

Hi Jo,

Finding the right advice isn't easy, it can be tough to know where to start. To make it simple for you, we've curated our content around the topics keeping parents and caregivers up at night.

You'll find what you're looking for in our most loved feature, Journeys. Where you can go deep into a topic, but we promise to serve it up bite-size and practical.

Here's what others are finding helpful.

[Visit Our Journey Library](#)

Trending Now



Talking sex and sexuality: What to say and when

[Learn Now](#)



3 mental health checks for when times are tough

[Take Me There](#)



Anxiety in kids: How to spot it and what to do

[Get Started](#)

Questions?



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