



WOMEN IN ENERGY GLOBAL STUDY 2.0

WELCOME

A career in energy continues to offer a huge variety of exciting and rewarding opportunities. As the sector transforms into a decarbonised, digitalised industry that meets its customers' ever-changing needs, businesses need solutions to challenges and the arrival of the Covid-19 crisis has created more disruption, uncertainty and systemic change. Future-proofing the industry for the 21st century will require the very best talent and innovation available.

NES Fircroft, **Energy Jobline** and **POWERful Women** share the belief that turning these challenges into opportunities means that inclusive teams, cultures and hiring procedures are more crucial than ever.

In our second edition of the **Women in Energy Global Study**, we investigate three people topics: recruitment, retention and mentoring. We believe all three are vital in ensuring the growth of the female talent pipeline and achieving better balance.

The survey was conducted before the coronavirus pandemic took hold globally, but the results still remain relevant to the workplace changes we have experienced and more important than ever for the new economic challenges ahead.

Within **recruitment**, there appears to be a communication disconnect between employers and their employees, with many women involved in the study feeling a lack of transparency on promotion opportunities. Could this loss of clarity drive women away from companies or even the sector?

Across the study, **mentoring** was frequently highlighted, with many deeming mentoring programmes unavailable. Moreover, as per previous studies, respondents saw the absence of mentoring as a key reason why women may struggle to climb the career ladder.

Looking at ways to **retain** talent, by far the most requested workplace benefit was sponsored training and learning, reflecting women's desire to upskill and progress. The survey also unveiled a clear need for flexible working opportunities, with the industry at risk of losing over half of its female workforce if needs are not met. Covid-19 may well drive progress on this faster than could ever have been imagined at the start of this year – working from home will be a big part of 'the new normal'. Another significant area of interest to respondents was the energy transition and working in roles that directly contribute to new energy solutions. This is a clear USP for organisations looking to attract female talent.

With this report, we hope to offer energy employers a unique insight into the best ways to attract, retain and develop female expertise. Now that diversity and inclusion is globally recognised as a business case, it must continue to be a pressing agenda in the boardroom and an asset to the challenges ahead.

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| METHODOLOGY

The Women in Energy Global Study is a global workforce analysis, focused on the entirety of the energy sector. A total of 2,821 professionals took the survey (916 female) and respondents were asked a total of 27 questions.

The survey was hosted by Survey Monkey and remained live for three months from January 2020. To gather respondents, **Energy Jobline**, **POWERful Women** and **NES Fircroft** marketed the survey to their own respective audiences via a series of email and social campaigns.

Once the survey closed, the data was analysed by the project team and conclusions were drawn out and discussed during project meetings.

The Women in Energy Global Study provides data on the female energy workforce's needs and wants from a career, as well as concise data around trending subjects across the gender diversity realm, such as mentoring, recruitment and retention.

The key sections of this study are 'Demographics', 'Hiring: a communication challenge', 'The value of mentoring' and 'Retaining female talent'.

For more information or support around the findings in this report, please get in touch with Energy Jobline, NES Fircroft and POWERful Women.

ABOUT US



NES Fircroft is an award winning staffing specialist that has been delivering compliant global workforce solutions for over 5 decades. We place candidates across the Oil & Gas, Power & Renewables, Infrastructure, Life Science, Chemical and Mining sectors and with over 121 offices in 45 countries, our discipline specific teams have access to the best talent wherever it may be in the world.

Our global presence means we have a truly diverse workforce and we recognise, respect and value the diverse nature of the wider society in which we operate. We are therefore proactively working towards being market leaders in tackling diversity issues and are supporting our clients to achieve their diversity goals.

In order to continue to serve the world's energy needs its vital that we create a more diverse workforce, tap into this enormous potential talent pool and attract the engineers we need to meet demand.

The industry needs to find creative ways to attract women, shining a spotlight on what a welcoming and rewarding career it can be and highlighting the opportunities. We conducted this survey to find out more about women working in the Energy industry, their career path and the challenges and opportunities they face, in a bid to help highlight what the industry could be doing to attract and retain more female employees.

www.nesgt.com



Energy Jobline is the online recruitment platform of choice for energy professionals and employers worldwide. We work with major energy companies globally, who use Energy Jobline as their key online resource for attracting and retaining female talent. With a live job count of over 100,000 global roles from over 400 energy employers and agencies, Energy Jobline is the largest energy job board on a global spectrum.

Energy Jobline widens the typical talent pool with innovative products and marketing campaigns, constantly pushing the boundaries to acquire the world's top talent. We are more than just a job board to our clients - we are their recruitment strategy solution.

Our strategic objective is to ensure we encourage and retain more women in the energy industry than any other energy recruitment platform, and in doing so, put our clients in front of the most diverse audience currently available to the energy industry. In 2017, we set a target to achieve a 25% female audience by 2020. We host regular diversity events, partner with the leading energy diversity associations, and sponsor a variety of initiatives and functions to reach this target. We are continuing to push and drive this throughout 2018 to ensure a unique, diverse talent pool is offered to the world's largest energy employers.

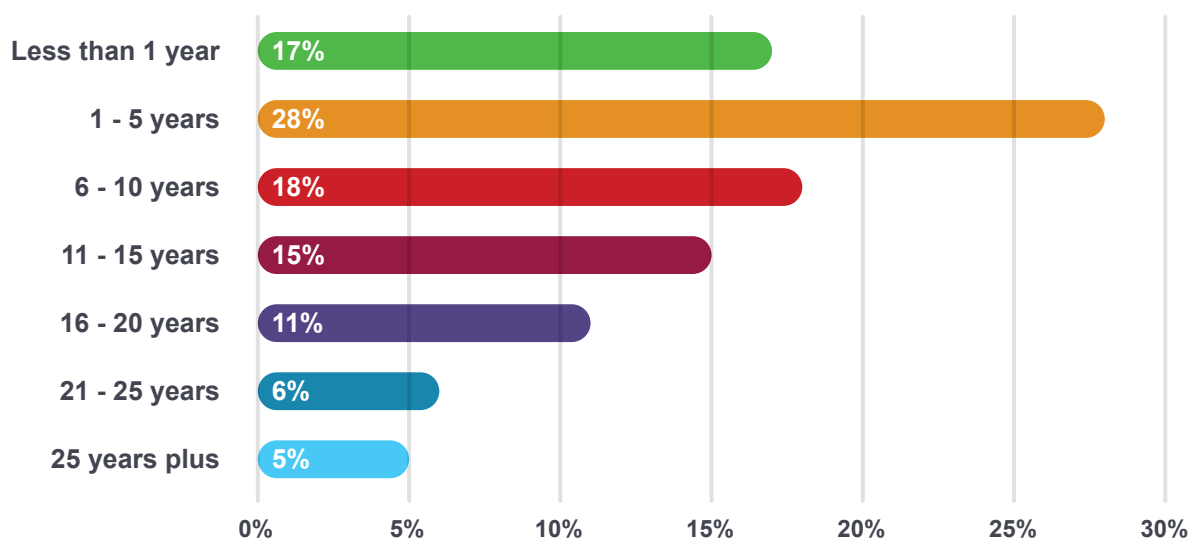
www.energyjobline.com

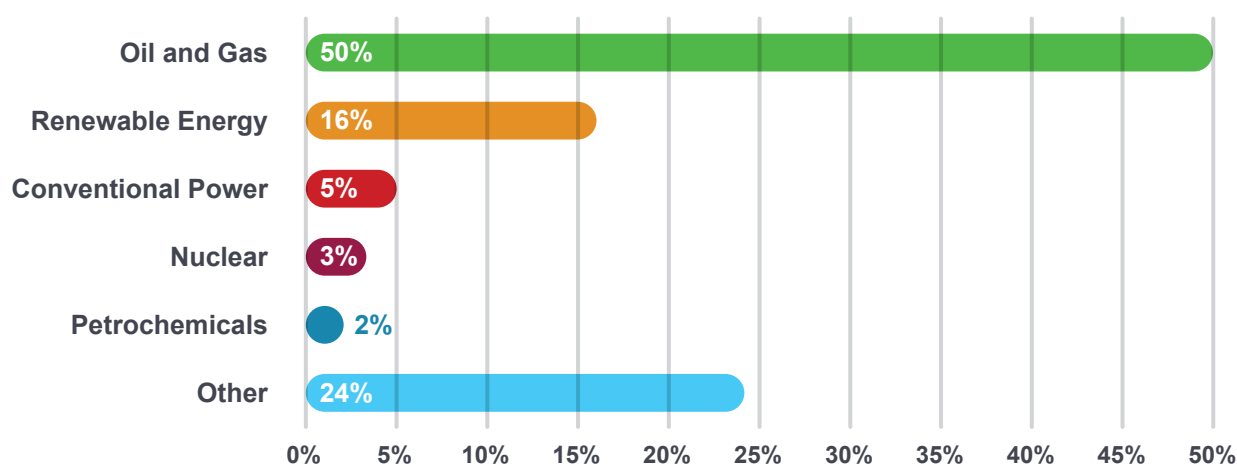
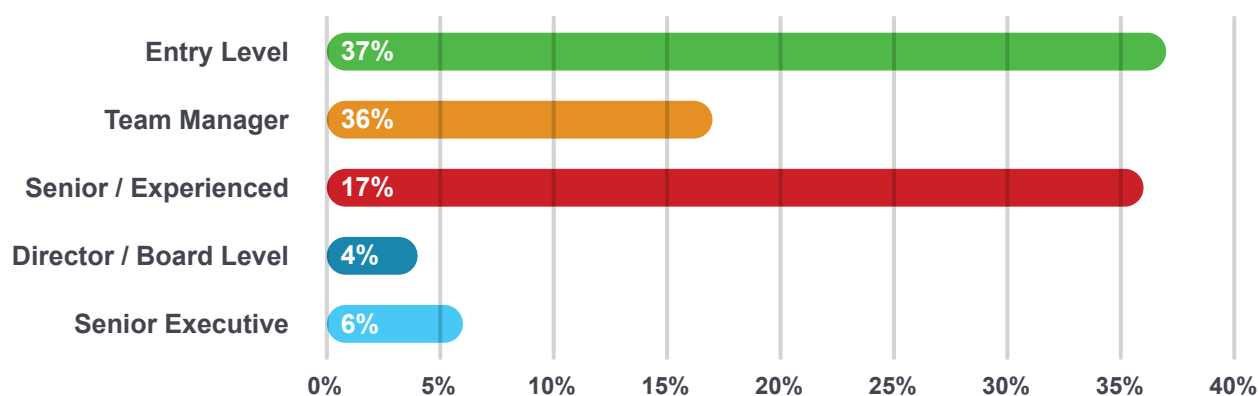
DEMOGRAPHICS

WOMEN | WHERE ARE YOU CURRENTLY BASED?



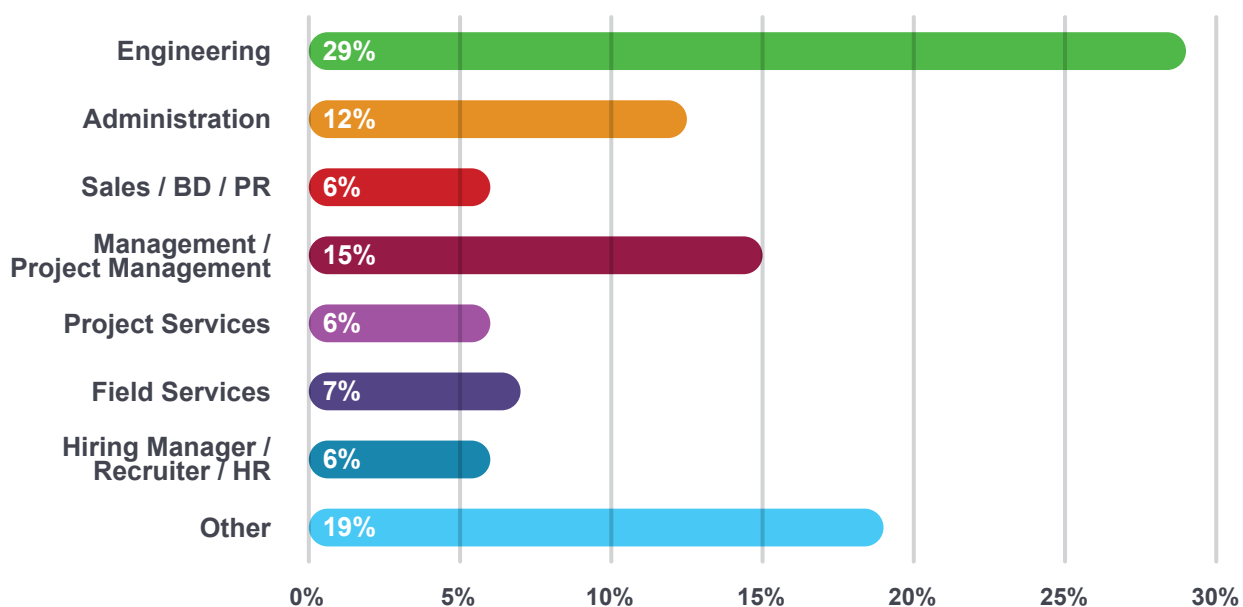
WOMEN | HOW LONG HAVE YOU BEEN WORKING IN THE ENERGY INDUSTRY?



WOMEN | WHICH ENERGY SECTOR DO YOU WORK IN?**WOMEN | WHAT IS YOUR CURRENT LEVEL OF EMPLOYMENT?**



TALENT HOT SPOTS: WOMEN | WHAT IS YOUR JOB CATEGORY?



HIRING

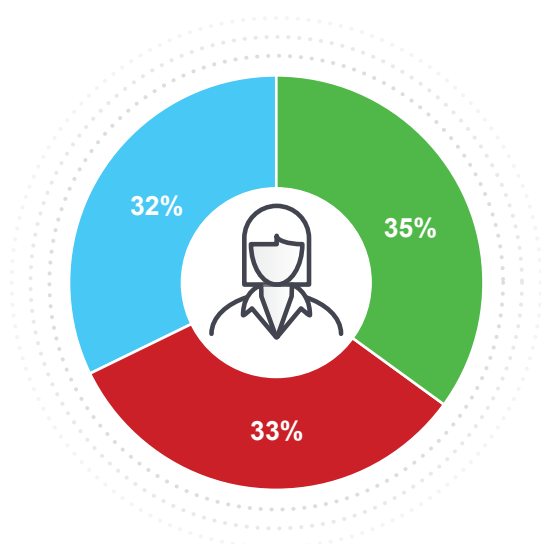
A COMMUNICATION CHALLENGE

The energy sector remains a crucial part of our everyday lives, but the pressure to increase efficiency, limit environmental impacts and reduce costs is stronger than ever. To remain competitive, energy firms will need the finest talent to form the sector's most innovative and successful teams. Statistically, those teams are often the most diverse.

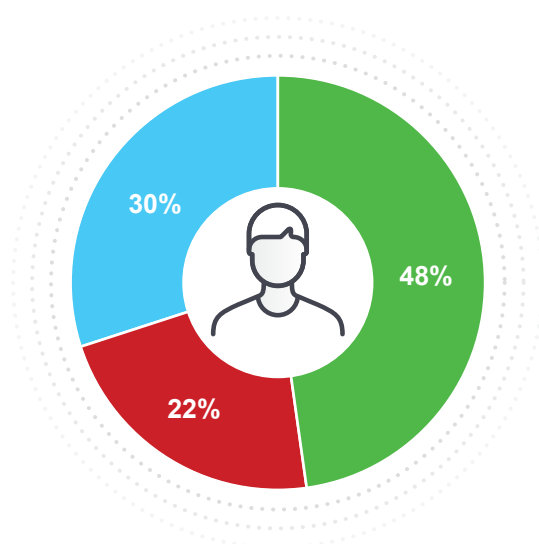
We wanted to delve deeper into leadership enrolment and explore the challenges women could be facing as a minority group.

Are women specifically missing out on promotions, or is there a general lack of clarity for both men and women?

ALL | ARE YOU INFORMED ABOUT RELEVANT LEADERSHIP OPPORTUNITIES WITHIN YOUR ORGANISATION?



WOMEN



MEN

● YES ● NO ● SOME BUT NOT ALL

The study shows that 65% of women believe their employer isn't communicating every promotion window. Interestingly, however, this result was less

felt with male respondents, yet 52% of men also felt a lack of transparency, indicating a more widespread communication issue.

“

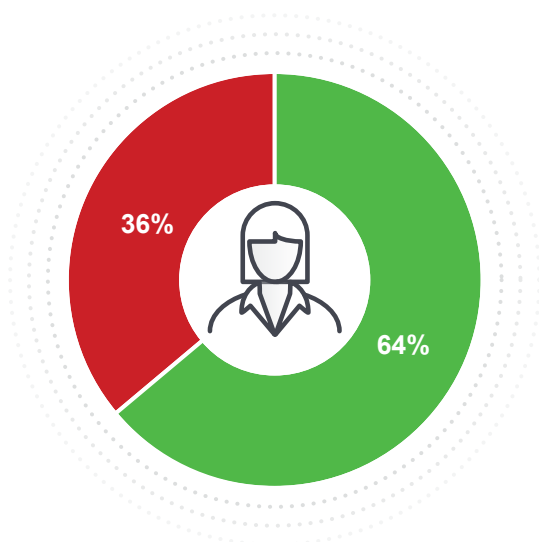
Women feeling less informed about leadership opportunities should be a huge red flag to employers. If opportunities are not communicated or visible to women in the companies, their career progression through the company is going to be thwarted from the source.

And men too are sensing a communication deficit about leadership opportunities, which shows there is real need for better communication and transparency generally.



Maria Blakley
Project Manager, POWERful Women

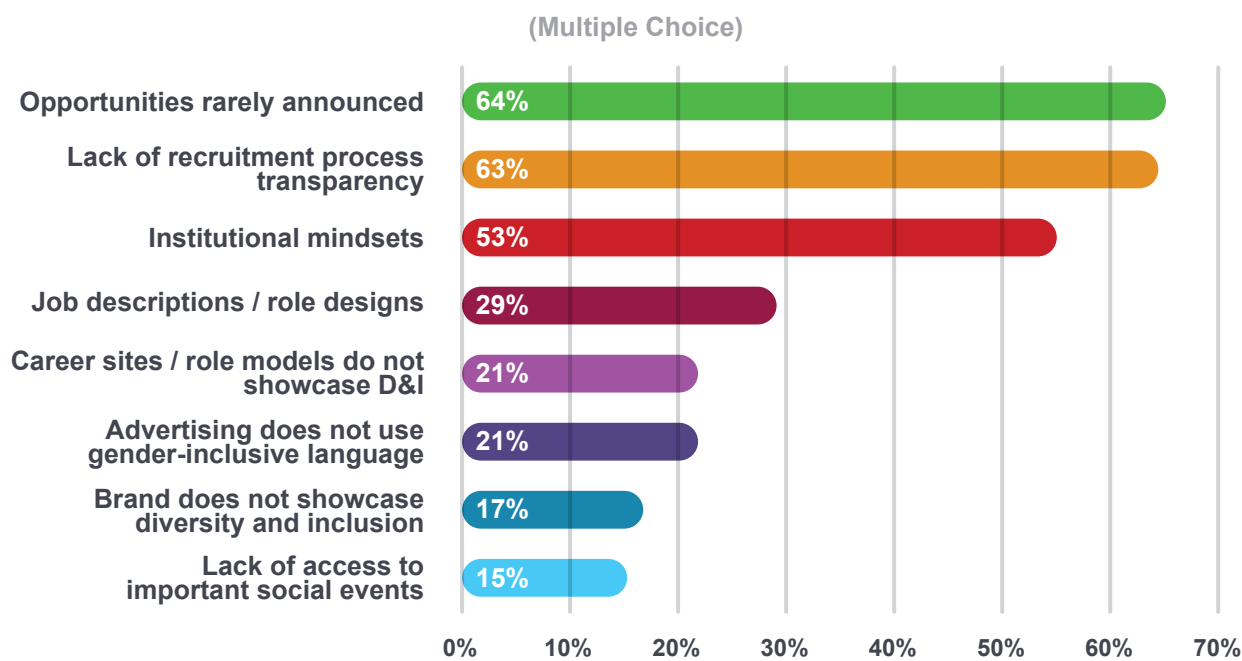
WOMEN | IS YOUR FIRM'S RECRUITMENT PROCESS FOR LEADERSHIP POSITIONS INCLUSIVE OF ALL GENDERS?



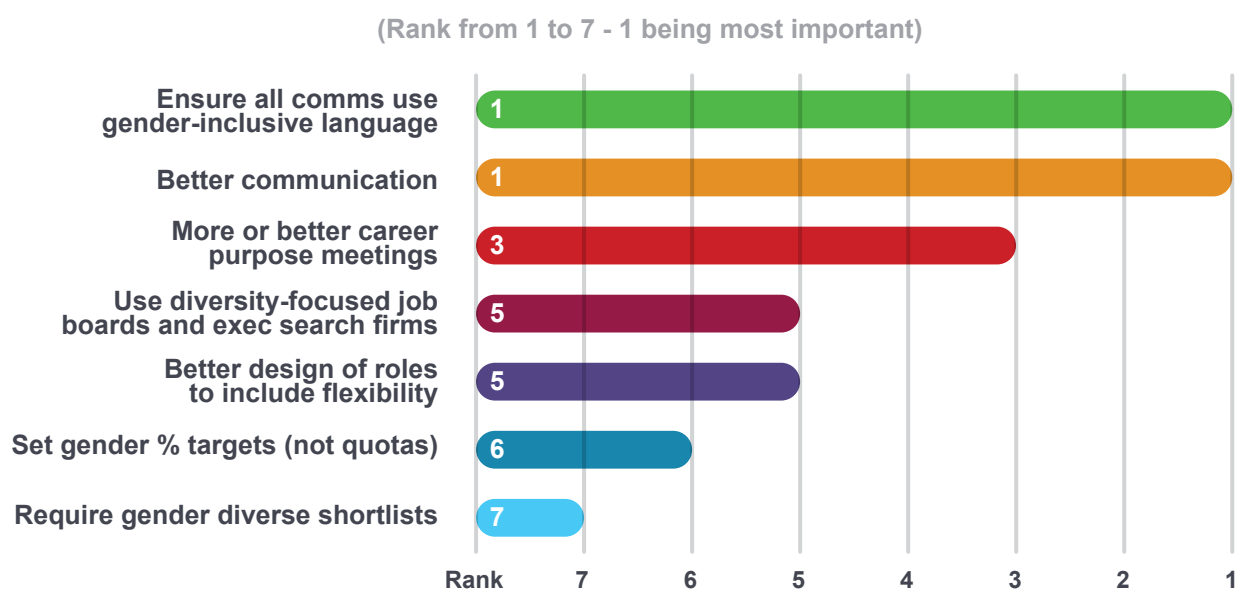
● YES ● NO



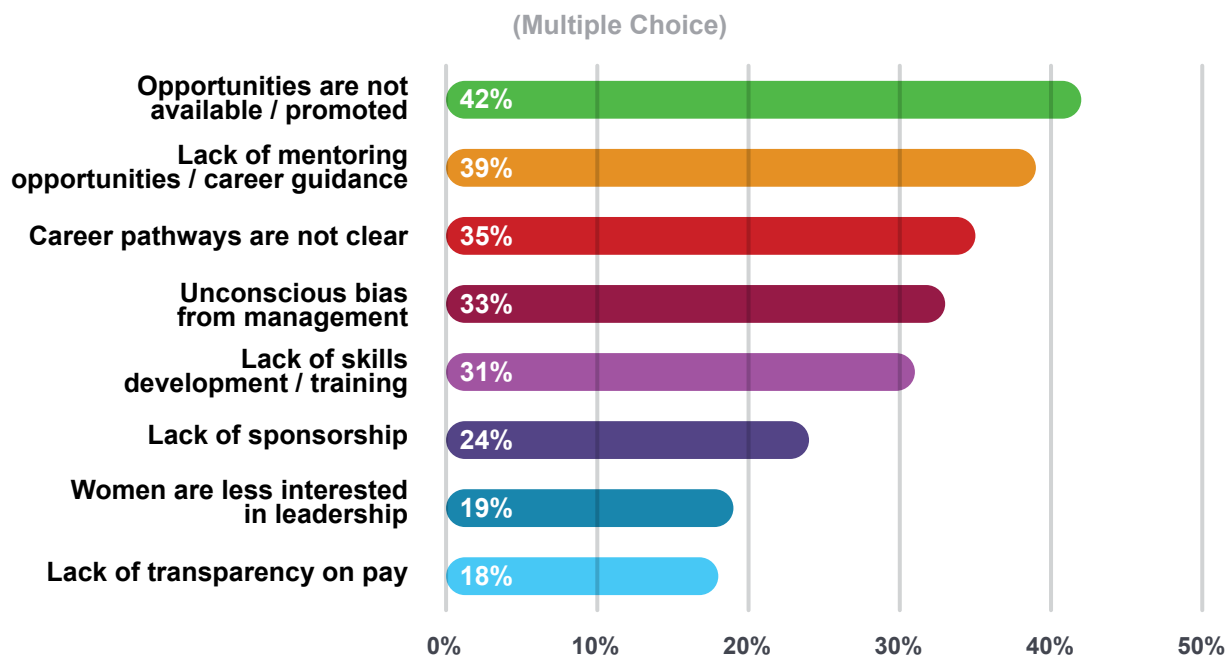
WOMEN | IF NOT GENDER INCLUSIVE, PLEASE SPECIFY WHY?



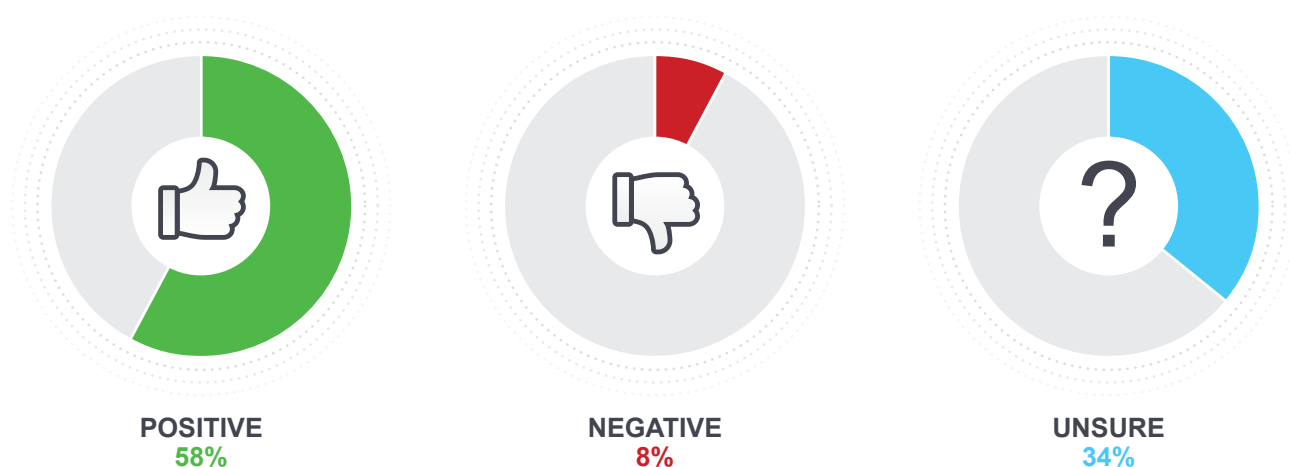
WOMEN | HOW COULD YOUR FIRM IMPROVE ITS LEADERSHIP TALENT ACQUISITION STRATEGY?



ALL | WHY DO YOU THINK FEWER WOMEN COULD BE ENTERING LEADERSHIP POSITIONS IN YOUR ORGANISATION?



ALL | WILL NEW TECHNOLOGIES HAVE A POSITIVE EFFECT ON DIVERSITY RATIOS IN THE HIRING PROCESS?



Positively, 64% of women thought their firm's recruitment process was inclusive of all genders. But this means that nearly a third believe it isn't, a disappointing figure when inclusivity should be the norm within any company. Those that disagreed said hiring opportunities are 'rarely announced' and there is a 'lack of transparency on the recruitment process'.

Josh Young, Director of Energy Jobline says: "Employers should continuously be challenging their recruitment processes to ensure they are inclusive, promoted and provide the right communication. This report demonstrates that 36% of women still feel that leadership opportunities are not wholly inclusive for all genders and that needs to change."

The study also reveals a lack of opportunity for women looking to enter leadership roles, with 'opportunities are not available/ promoted' and 'lack of mentoring opportunities/ career guidance' being the top reasons why women could be less likely to move into leadership.

Josh Young says: "We see mentoring and career guidance offered by employers as a clear initiative to improve diversity and inclusion, and to create an inclusive environment. Whilst we know there has been an increase in clients offering mentoring and career guidance for leadership opportunities, it's surprising to see that there are still many who do not receive these opportunities from their employer internally or externally to mentoring and guidance programs.

This could be again down to communication and promotion from clients who are not pushing leadership opportunities enough or through the right channels."

“*It's great to see the majority of respondents feel the recruitment process is now inclusive. But there is clearly more that can be done and communication will be the key to ensuring this percentage increases.*”



Vicki Codd
Global Marketing Director
NES Fircroft

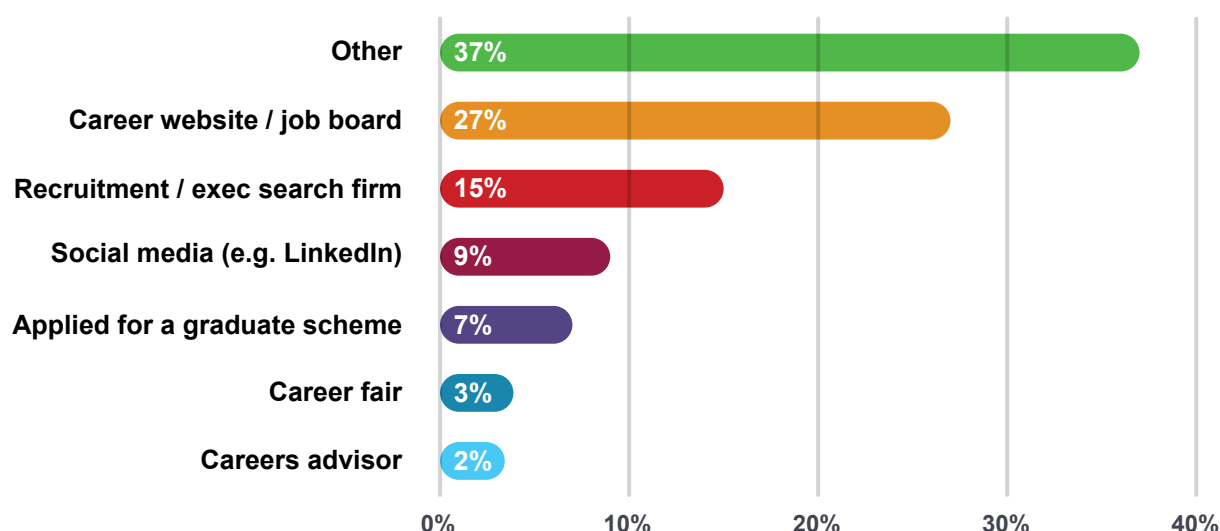
Better communication and the use of gender-inclusive language were the most popular suggestions for ways to improve companies' talent acquisition, with gender-diverse shortlists and targets being the least preferred.

Meanwhile, digitalisation was seen by all as an asset for diverse recruitment, with 58% voting favourably towards new tech initiatives.

Vicki continues: "The onset of Covid-19 has meant we have all had to get better at communicating and find innovative ways to use technology to keep in touch.

This study shows that technology will play a vital role in ensuring diverse recruitment processes and tools that can remove unconscious bias and help facilitate flexible working are a must for employers moving forward."

WOMEN | HOW WERE YOU RECRUITED INTO YOUR CURRENT POSITION?



Across the energy sector, career websites and job boards were the top female hiring method. Only 5% of women were hired for their current role through a career advisor or fair, compared to 9% via social media.

Vicki Codd says:

“Online job boards and specialist recruitment firms remain the primary route for women when taking the next step in their career. The advice of an experienced recruiter can be vital in supporting a candidate through the recruitment process and this encourages a role that is suited to their skill set, which will also advance their career.”

“

Whilst companies have indeed focused on diversity and inclusion, job boards such as Energy Jobline have taken this further and committed to female, BAME and diversity groups to set us apart from our competition and challenge the stereotyping and bias within our sectors.

With recruitment and exec search firms using more diverse job sites, the focus of attracting and retaining a more diverse workforce falls within the full supply chain of the recruitment process.



Josh Young
Director, Energy Jobline

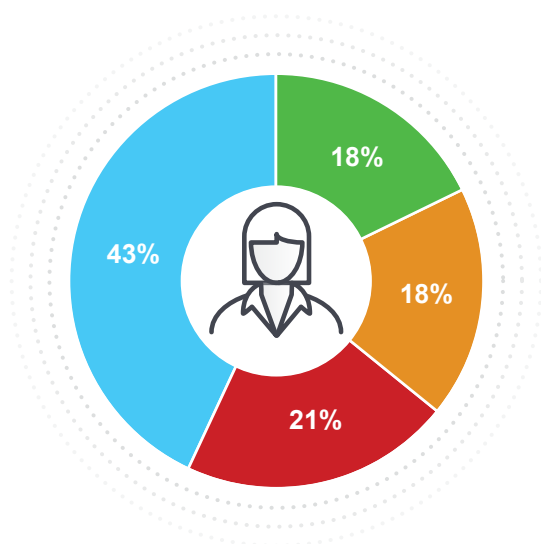
THE VALUE OF MENTORING

As a minority group, women in the energy sector experience many invisible hardships. From a lack of role models to feeling isolated from peers, the average workplace can present a phenomenal challenge.

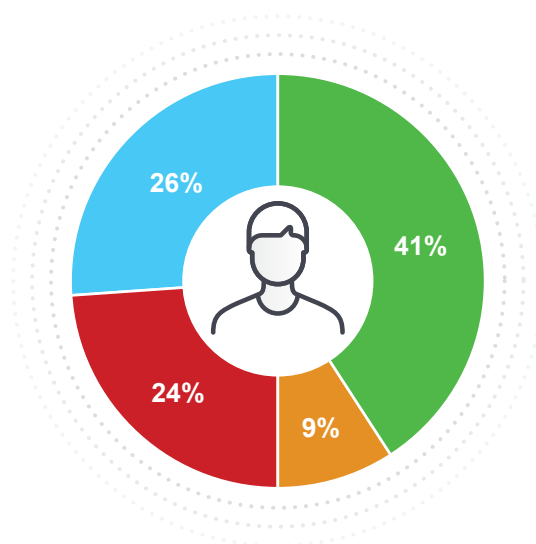
Having your own personal support network to help navigate through these career bumps and realise

your potential can be the difference between coping and thriving. This is the value of mentoring.

ALL | ARE YOU CURRENTLY A MENTOR OR MENTEE?



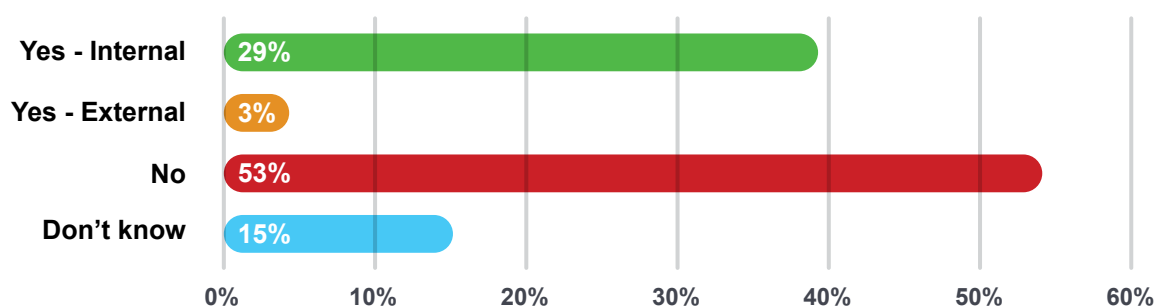
WOMEN



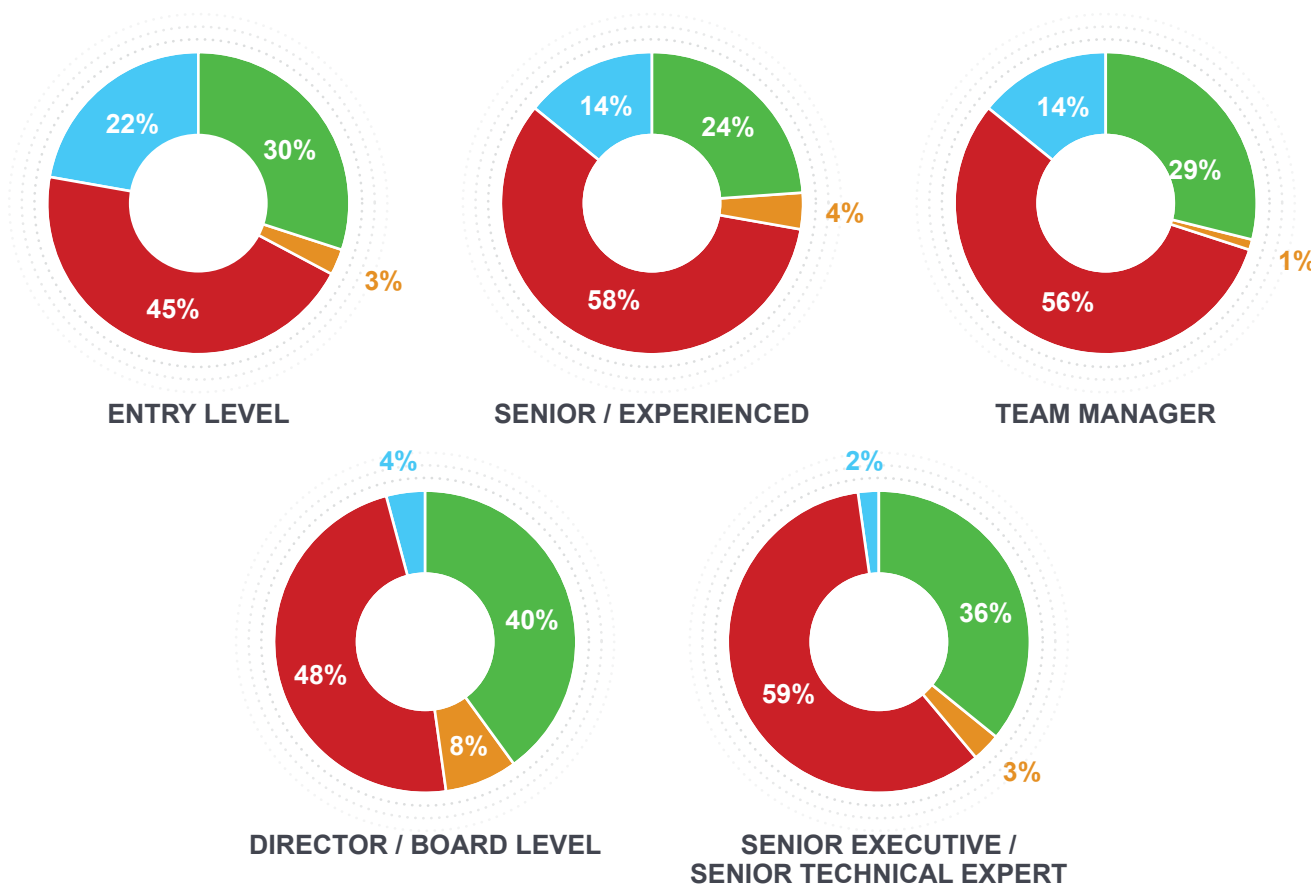
MEN

MENTOR MENTEE BOTH NEITHER

WOMEN | DOES YOUR EMPLOYER OFFER FORMAL MENTORING PROGRAMMES?



BY CAREER LEVEL

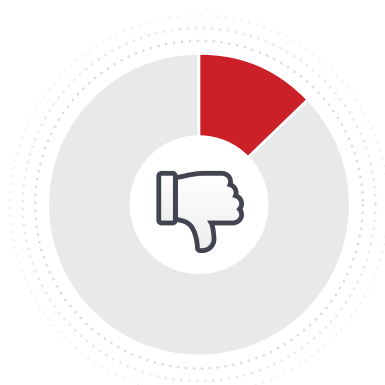


● YES - INTERNAL
 ● YES - EXTERNAL
 ● NO
 ● DON'T KNOW

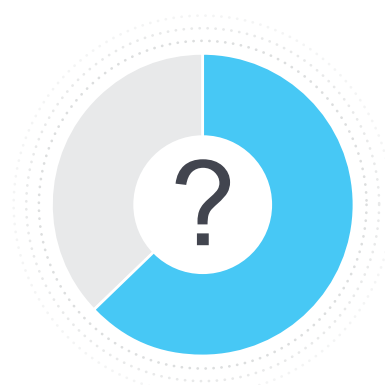
WOMEN | IF YES, DO YOU UTILISE YOUR EMPLOYER'S MENTORING PROGRAMME?



YES
25%

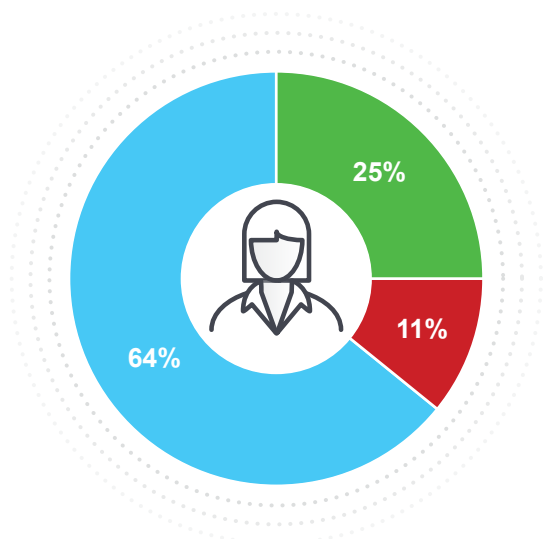


NO
13%

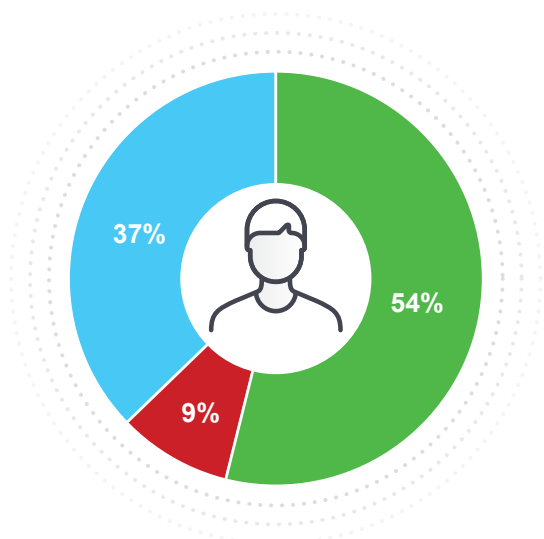


NOT APPLICABLE
62%

ALL | DO YOU FIND THE MENTORING PROGRAMMES OFFERED BY YOUR EMPLOYER USEFUL?



WOMEN



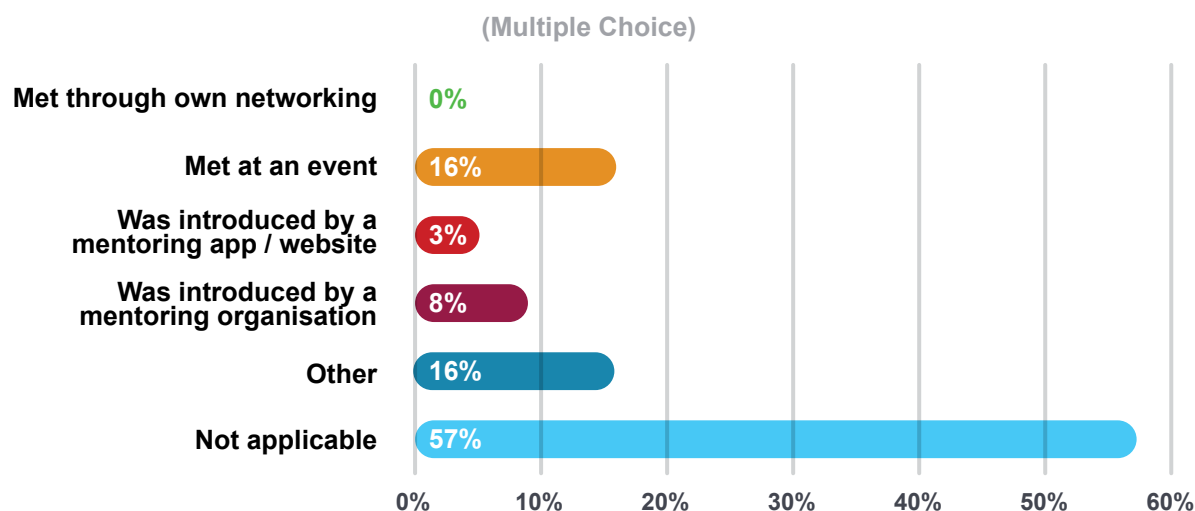
MEN

● YES ● NO ● NOT APPLICABLE

WOMEN | IF YES, WHY?



WOMEN | IF YOU HAVE AN EXTERNAL MENTOR, HOW DID YOU SOURCE THEM?



To determine the value of mentoring, we first investigated its scope. The study found that only a small number of aspiring women currently have role models through a mentor programme, with 43% of women claiming they were neither a mentor nor a mentee. Only 18% of female respondents

said they are currently a 'mentor', while 41% of men are offering this.

When asked if their employers offered a mentoring programme, a disappointing 53% of female energy professionals said 'no'.

“

Interestingly, there are low numbers of mentoring programmes across all career levels, as half of the respondents' employers do not offer programmes of any kind - quite staggering!

From our experience running the POWERful Women mentoring scheme, POWERful Connections, the value of an external mentoring programme to women of a senior level, is that their career needs at this stage differ substantially to more early career women. The mentoring provides them with support as they face various leadership challenges. Mentoring has value at any stage in someone's career but our programme has been more focussed on helping female leaders in the sector. I mistakenly thought the companies were providing this internally for early to mid career women however.



Maria Blakley
Project Manager, POWERful Women

Of those that had established an external mentor (not provided by their firm), 16% did this by attending a networking event.

Maria Blakley says:

“It's no surprise that those who sought a mentor externally did so through a networking event. Meeting in a comfortable, chatty environment can be a perfect way to break the ice with potential mentors, but you do have to be forward and ask someone to support you.

POWERful Women provide opportunities for women to network or meet a mentor and we signpost to industry events, and mentoring schemes run by other women's networks. We have ambitions to run more mentoring circle events on specific topics, creating spaces virtually for women to meet and support each other along their career journey. We've been doing this for senior women for a number of years via our **POWERful Connections** breakfasts.



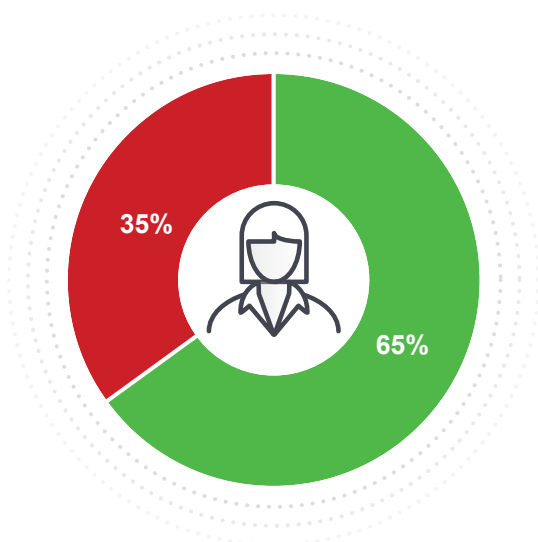
RETAINING FEMALE TALENT

The energy sector attracts some of the brightest talent on offer. Yet despite the considerable investment employers make to ensure women are equally represented, the number of women progressing to leadership positions and staying in the sector remain low.

One of the objectives of our study is to present employers with the female skill losses that may occur within their teams if adaptations are not

made. Is the sector in danger of reducing its already small pond of diverse talent?

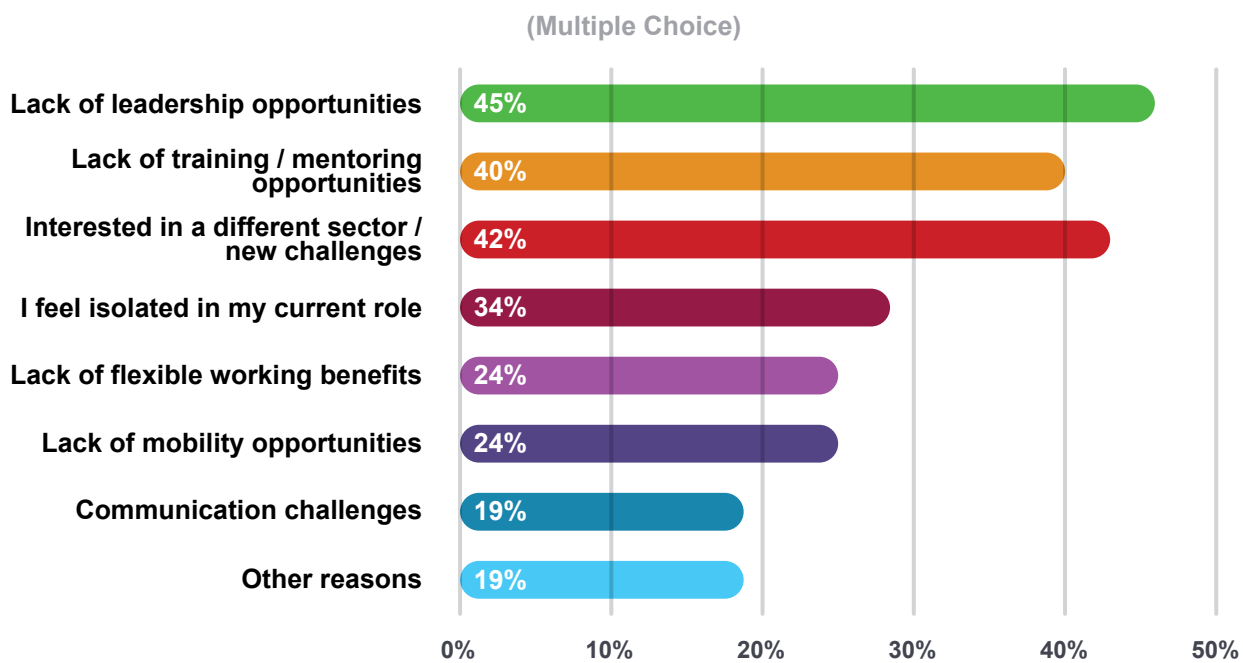
WOMEN | ARE YOU CONSIDERING LEAVING YOUR CURRENT ROLE?



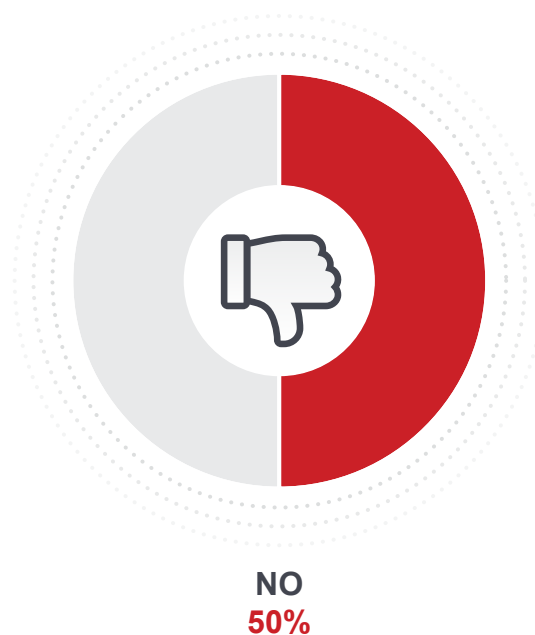
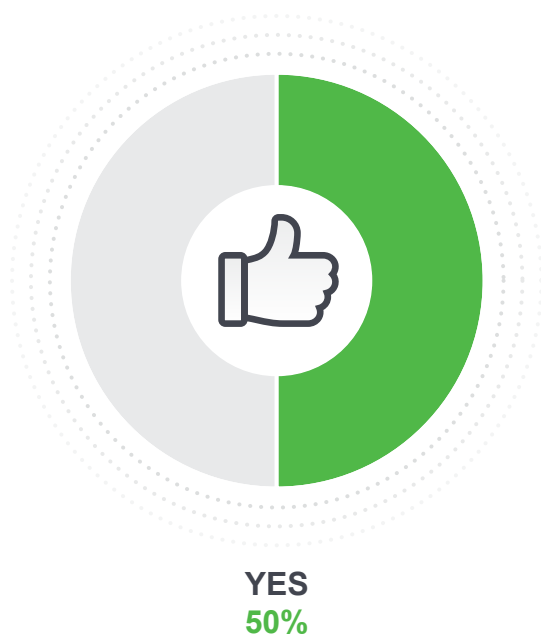
● YES ● NO



WOMEN | IF YES, WHY?



WOMEN | ARE YOU CONSIDERING MOVING AWAY FROM THE SECTOR?



WOMEN | IF YES, WHY?

experience better opportunities
job career different learning
opportunities new challenges challenge
stability

When asked why they were considering a departure from their current role, the top reason cited by female respondents (45%) was a 'lack of leadership opportunities' - a disappointing result that shows how much work is to be done in achieving better balance at the top of the industry.

The survey also reiterates the lack of mentoring opportunities highlighted in 'Mentoring' above, with 40% of women citing 'lack of training/ mentoring opportunities' as the main reason why other openings might be considered.

Next, we asked women whether they plan on leaving the energy industry, with 50% claiming 'yes'. When asked why, key words such as 'better opportunities', 'new challenges' and 'stability' were commonly used.

“

It's a concerning statistic that half of female energy professionals would leave the industry for 'better opportunities', 'new challenges' or 'stability'.

The energy industry has been and still remains a male-dominated industry, but we are seeing big changes throughout the sector, with inclusive teams, cultures and hiring procedures being critical for employers to be better and improve.

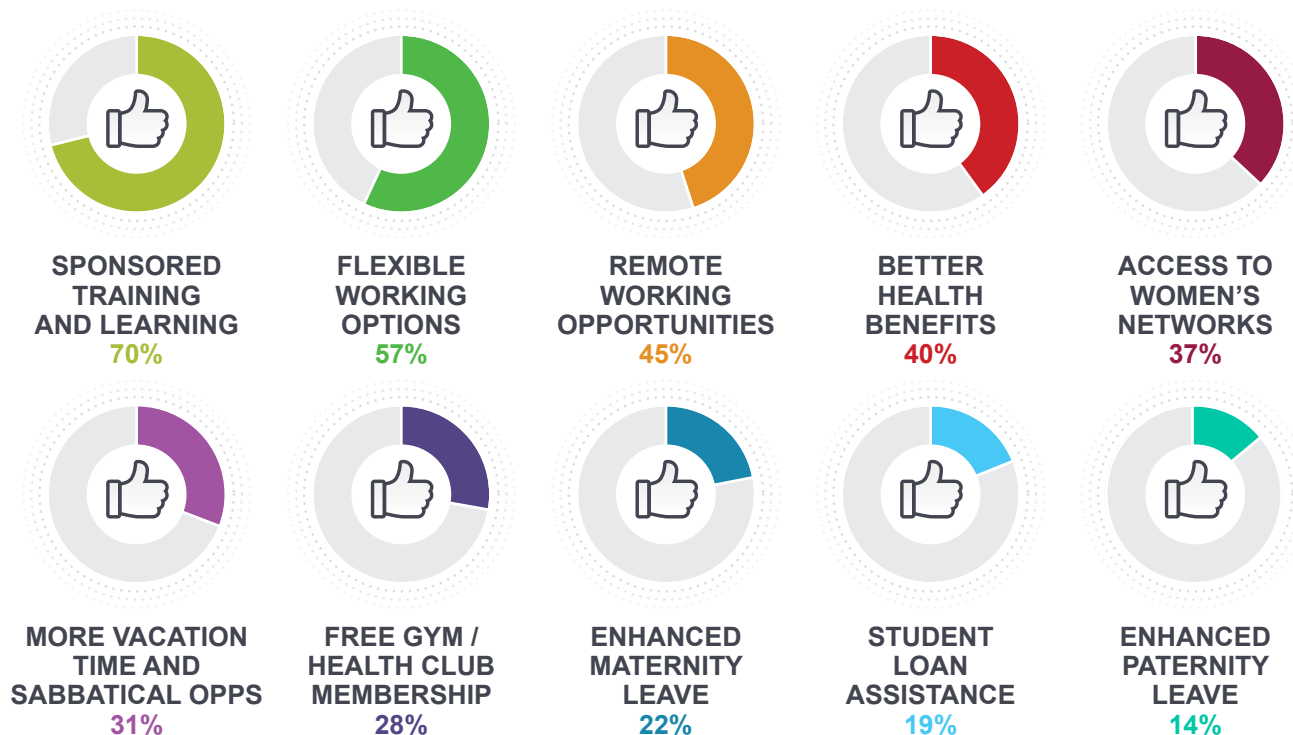
Diversity and inclusion must continue to be at the forefront of companies' strategies, particularly, in light of the global pandemic to allow the industry to retain its best talent post-Covid.



Josh Young
Director, Energy Jobline

WOMEN | WHICH WORKING BENEFITS WOULD YOU LIKE TO SEE MORE OF IN YOUR ORGANISATION?

(Multiple Choice)



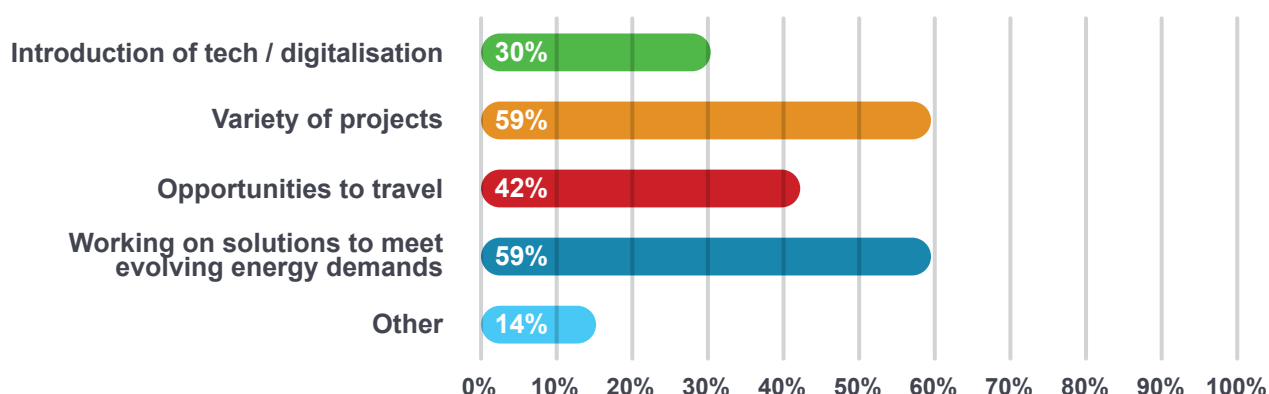
When queried on their desirable working benefits, a vast majority of 70% said they would like to see more sponsored training and learning. This positively reflects women's desire to upskill and progress within the energy sector. 57% of women

chose 'flexible working options' and 45% selected 'remote working opportunities'. Interestingly, these wishes are now more likely to become reality, as their employers respond to the Covid-19 crisis and new ways of working.

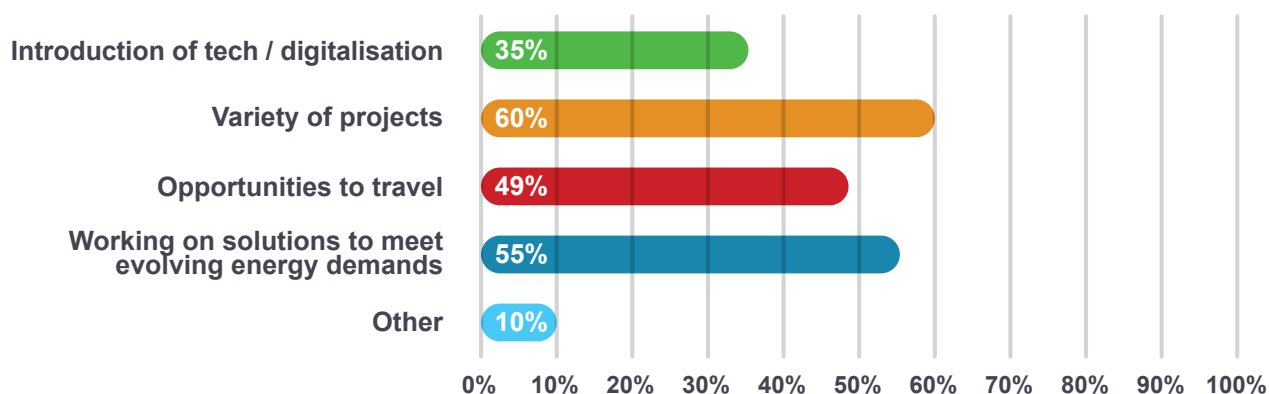


WOMEN | WHAT EXCITES YOU MOST ABOUT THE SECTOR?

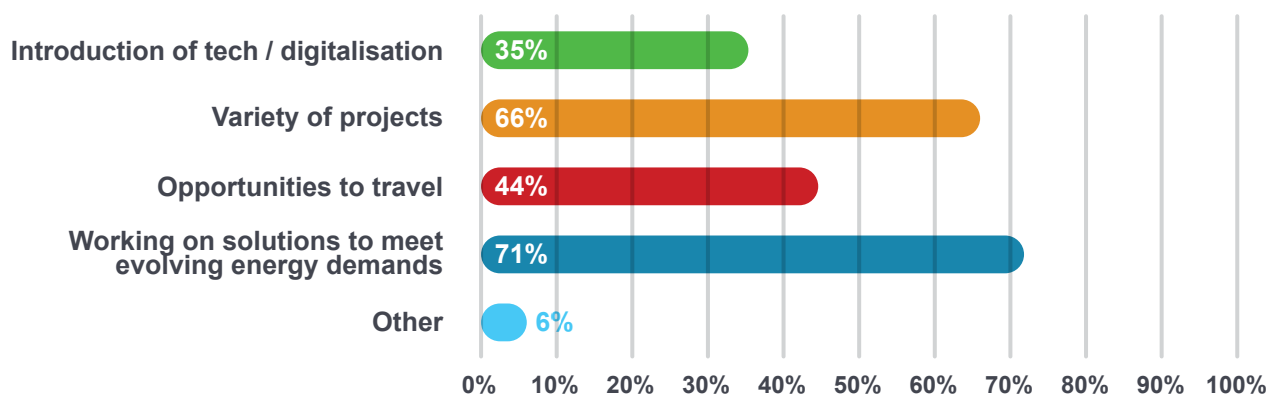
(Multiple Choice)



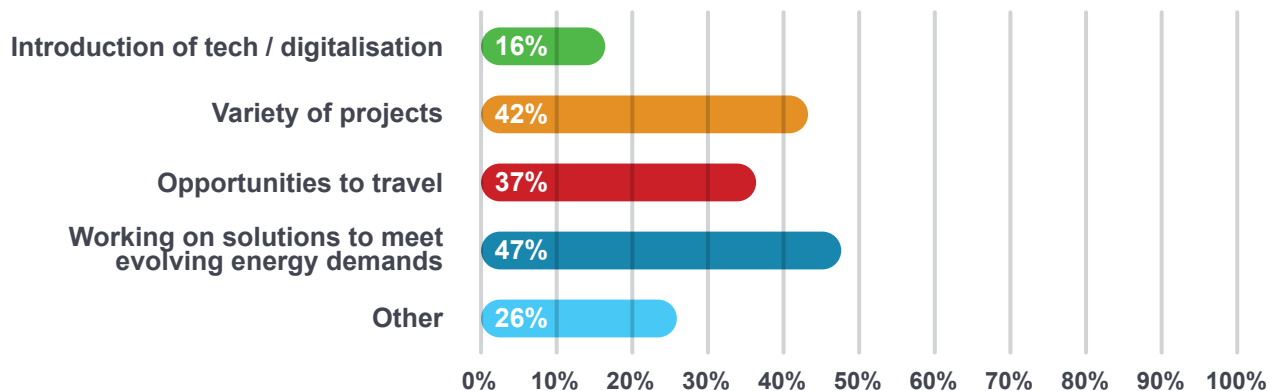
OIL AND GAS



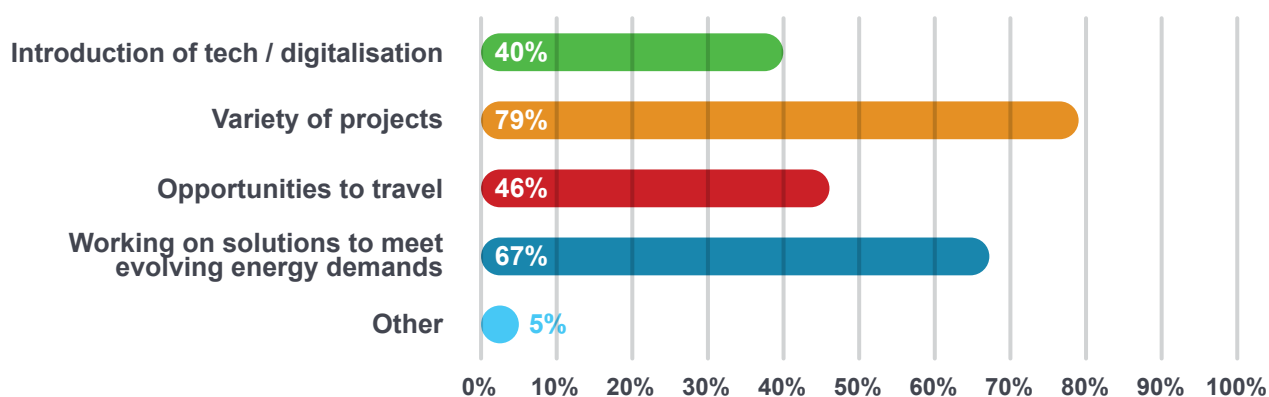
RENEWABLES



NUCLEAR



CONVENTIONAL POWER



To draw out the appealing job qualities of the energy sector, we asked women what excites them most about their industry. Of the total women that took the survey, 59% said it was 'working on solutions to meet evolving energy demands' and

the same amount chose 'variety of projects'. The numbers differed slightly when comparing the sectors, but these remained the top two choices across all the energy sectors.





CONCLUSION

We hope you've found the insights in this study useful and that the key themes we have identified can help you to attract, retain and progress female talent in your organisation by creating more inclusive working environments.

A key takeaway from this year's survey is communication. Employers need to address an apparent disjointed relationship with their staff and focus on ensuring employees feel informed and engaged. The more communication and transparency organisations can offer to their workers the better, as this could significantly reduce the risk of losing vital female talent to other companies or even other sectors.

It's clear that women in energy value mentoring, and this is not the first piece of research to realise this. Yet a concerning number of women don't feel the opportunity applies to them and a concerning number of employers aren't offering it. There is also a lack of mentoring partnerships in the senior leadership levels, something that can only benefit women as they climb the career ladder.

Diversity in leadership is great for business across all industries, but the institutional mindsets in the energy sector are vast compared to other

industries. With a more diverse workforce, the energy market can fully maximise innovation and creativity, allowing firms to tackle the immense challenges that lie ahead.

Our survey demonstrates that to achieve a more inclusive and diverse talent pool, employers must effectively communicate and promote opportunities, whilst recognising the difference in approach needed with minority groups such as women.

Whether you're in need of guidance on mentoring, advice on transforming your recruitment process or retaining female talent, NES Fircroft, Energy Jobline and POWERful Women can offer support in all of these areas.

Please email info@womeninenergy.org.uk for more information.

Thank you.