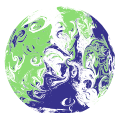




Social Inclusion and Employability Approach

Helping to give young people the **chance to succeed**



PRINCIPAL PARTNER
**UN CLIMATE
CHANGE
CONFERENCE
UK 2021**
IN PARTNERSHIP WITH ITALY

Young
Person's
Guarantee



Young Person's Guarantee

ScottishPower has committed to the **Young Person's Guarantee** to support the UK's Green Recovery and help give young people the chance to succeed through apprenticeship, training, further education, or volunteering opportunities.

ScottishPower's Guarantee.

ScottishPower is one of the largest employers in Scotland and currently has around 5,500 staff at sites across the UK, including 1650 at its Glasgow-based HQ. It is the UK's only integrated energy company and generates 100% green electricity.

A Principal Partner for the United Nations climate change conference in 2021 (COP26), we are investing a total of £10bn in the clean energy generation and networks infrastructure needed to help the UK decarbonise.

Under the Guarantee, we are making five commitments to help young people at this critical time:

- prepare young people for the world of work through work experience, volunteering, and work-based learning opportunities.
- engage with and provide opportunities to young people who face barriers to work
- create work-based learning, training and upskilling opportunities for young people
- create jobs and opportunities for young people through apprenticeships, paid internships and work experience
- create an inclusive workplace to support learning and enable young people to meet their potential.





Delivering the green recovery promise

In addition to our work in Scotland as part of the Young Person's Guarantee, we also support young people to gain good quality work experience and to take part in our STEM outreach programmes across England and Wales.

ScottishPower is investing £10billion in the UK over the next five years – £6 million every working day – to double its renewable generation capacity and drive forward decarbonisation. Our plans include new solar, wind and battery infrastructure, green hydrogen facilities and undertaking the mammoth task of upgrading parts of the country's energy network to accommodate the expected rapid increase in demand for electricity.

ScottishPower recently announced its highest trainee recruitment drive since 2016, offering 180 opportunities for young people to join the company's operations in Scotland, England and Wales. For the first time in the company's history, ScottishPower Renewables are offering onshore windfarm apprenticeship opportunities. In addition we offer approximately 200 Pre-Employment opportunities.

ScottishPower has a wide range of successful apprenticeship schemes, scholarships, internships, summer placements and other opportunities to support young people

either entering the workplace for the first time or those returning after career breaks.

We are also a huge champion of national campaigns for young people such as NoWrongPath, National Apprenticeship Week, Scottish Apprenticeship Week and World Youth Skills day.

Under the Young Person's Guarantee, we are committing to furthering opportunities for young people and those from disadvantaged backgrounds around the UK. This will include grassroots pre-employment schemes in our local communities.

Sarah McNulty, HR Director:

"Inclusion and diversity fosters innovation and creativity and brings us closer to the communities we serve. At ScottishPower, we work to attract diverse talent while developing a workplace that is supportive and open to everyone. We're very proud to support young people across the UK as they take their first steps into the world of work."





Breaking Barriers

ScottishPower have formed a partnership with ENABLE Scotland and Strathclyde Business School to deliver the award-winning programme Breaking Barriers. The aim of this programme is to provide access to mainstream university, a 6-week work placement and a recognised qualification for young people with learning disabilities.

As well as gaining knowledge and a better understanding of how ScottishPower works, past participating students have developed valuable skills such as confidence, communication, teamwork, resilience, and problem solving, all of which they can take with them into their future workplaces.

Furthermore, Breaking Barriers has been commended by the Minister for Higher Education and Further Education, Youth Employment and Training, Jamie Hepburn MSP and the Minister for Business, Trade, Tourism and Enterprise, Ivan McKee MSP.

Melanie Hill, Director of Social Projects & Sector Education at ScottishPower said: "Breaking Barriers is a programme we feel very privileged to support. With the challenges of COVID-19, we have been determined not to be defeated and the SP team of employees have worked tirelessly to adapt the work placements into an online suite of activities. This will enable students to complete the workplace element of their programme and achieve their qualification".

A previous Student of the Breaking Barriers Programme had this to say about the programme.

"I was outside of the job market; "I didn't think I had any opportunities available to me. Now thanks to Enable Scotland and the Breaking Barriers Programme, I've been able to gain qualifications and experience I never expected to have and now as an SP Energy Networks graduate apprentice, I help to keep the lights on across Britain!"





Barnardo's Works at ScottishPower

Barnardo's is an established charity with an excellent track record and many years experience of working with young people. The Barnardo's Works Programme equips some of the most disaffected and disadvantaged young people with the skills, experience, and opportunities to access independent, sustainable employment. It effectively addresses issues at the root of social exclusion and assists young people to overcome disadvantage and the impact of poverty. Young people who access the service are aged 16 to 24 years and many are resident in some of the most deprived communities.



This programme supports students through a 4-week placement, which aims to give them exposure to various areas of our business, such as Retail, SP Energy Networks, SP Renewables, Onshore and Offshore. Students throughout the placement will spend time with our Placement Managers, discovering more about ScottishPower, through onsite visits, task setting and presentations.

After the placement, students will take away new skills and increased confidence to help develop their future careers.

Frank Mitchell, CEO SP Energy Networks said: The benefits of increasing work-based learning opportunities such as the Barnardo's Works Programme are good for individuals, good for employers and the overall good of the Scottish economy".

A placement manager on the programme said;

"Our student did their own research to tailor the newsletter to their own interests. This made the newsletter more engaging and allowed them to learn and develop their interests within the task. they did a great job!"



Pre-Apprenticeship

The Engineering Pre-Apprenticeship Programme is available to young people aged 16–19, providing a great foundation and valuable first step into the challenging and rewarding engineering industry. This programme equips them with the knowledge and relevant experience to enhance their skill set and employability.



The programme combines on-site technical skills training and academic study at a local college, in either Edinburgh, Glasgow or Cheshire. All the training provided as part of the programme will last for an academic year (August/September - June) and the students work towards nationally recognised qualifications. This programme is an established talent feed for the SP Energy Networks Craft Apprenticeship Programme with the top students from the Pre-Apprenticeship Programme being offered automatic apprenticeships and other high performing students being offered to attend assessment centres for future positions.

Mairi Elder, Social Projects and Sector Education Manager at ScottishPower said:

“We recognise the importance of investing in our future workforce. Apprenticeships and work-based learning are providing the skills needed for our business to be successful as we speed up the journey to net zero”.

A Previous Pre-Apprentice had this to say about the programme.

“I went through the Pre-Apprenticeship Programme and then went onto the Craft Apprenticeship Programme and I am currently training to become an Engineer! The Pre-Apprenticeship Programme gave me a solid foundation to build upon and instilled a strong work ethic and a willingness to learn and go the extra mile, which I am very grateful for”.



Summer Placement Programme (Undergraduates)

Summer placements are used to provide students in education with the opportunity to gain good quality work experience within the industry/discipline they are studying.

Our summer placement programme provides a great insight into the energy industry and ScottishPower. Students have the potential to gain valuable experience working with people across our organisation. We recruit many of our summer placements to graduate roles, so a placement can be a great way to launch your career.

The placement lasts around 12 weeks and students will be matched to a department that best fits their studies and ability. It is a paid placement and students get the opportunity to work on relevant and engaging projects.

Nicola McColm, Strategic Communications Manager said: "We were blown away with the impact our summer placement student had in a relatively short time with our team. Despite the majority of her placement being carried out virtually, she quickly settled in, brought new ideas and fresh thinking as well as a real can do attitude, meaning that she contributed and delivered beyond our expectations. A fantastic programme which gives the placement student valuable experience and tangible benefits for SP. I'd encourage anyone thinking of taking on a summer placement student, to do it!"



A Student who has completed a Summer Placement had this to say about the programme.

"Getting to work with the filming crew was really interesting and a nice change. I also liked the responsibility I was given from early on. Everyone I met was very friendly, helpful and easy to work with"



Power Academy Scholarships (Undergraduates)

Established in 2004, the IET Power Academy supports the attraction, development and recruitment of engineering graduates. With key partnerships with top companies, universities and institutional bodies that form the foundation of the Academy, this programme is designed to address the skills shortage in the UK and give graduates the edge to make their mark on the industry.



A Power Academy scholarship is a brilliant opportunity for students to discover what they are interested in, develop work-based skills and even secure a position to build a career in the power industry, all while receiving financial support that allows them to focus on their studies.

Scholarships are offered to undergraduates studying Power Engineering at key universities North and South. Within this scholarship they will complete summer placements within SP Energy Networks for the duration of their degree and on completion of their scholarship they will be considered for a permanent graduate position.

Janet Turner, Workforce Resource Team Manager said: "The Power Academy Scholarship Programme is vital to our business in many different ways. This scholarship gives students the opportunity to not only receive sponsorship from a major leader in the energy industry and leader in the journey to Net Zero but also allows them to gain valuable Summer Placement experience for up to 4 years during university. These are the engineers and innovators of the future and our investment in them now will ensure we achieve a better future quicker".

A previous Power Academy student had this to say about their experience on the programme.

"The Power Academy Programme for me was an eye-opening experience that allowed me bridge the gap between my studies at university and apply them to the real world. I was able to see the work that goes on to keep customers on supply on a day to day basis, as well as seeing the work being done to future proof our network and the projects that will become standard procedure in my lifetime".



Year in Industry Programme

At ScottishPower we work in partnership with the Engineering Development Trust (EDT) to support students into work through the Year in Industry programme (YII).

The Year in Industry Programme is part of a UK wide scheme delivered by the EDT. YII is for post A-Level/Higher/Advanced Higher school leavers and undergraduate students who are looking for work placements within a STEM workplace. In addition, recently qualified graduates can also be considered. Students can apply to the programme for a year's paid work experience prior to attending university or as a year to help decide on the future direction of their career immediately post University. The programme gives students an opportunity to experience real life exposure to industry.

Frank Berry, Engineering Design & Standards (ED&S) Circuits Manager said: "The Engineering, Design and Standards team understand the position of Year in Industry students in their career paths, we have all been there before and fully appreciated the help and support that our colleagues gave to us, to get us to the position we are in now in regards to having technical knowledge and experience.

We recognise that spending time to mentor and guide students is key for the success and future of our business, as well as enhancing their learning and development.

We always jump at the chance to get students into ED&S as we also see the support they provide to us in delivering engineering tasks, which we have seen year on year through this programme.

A Year in Industry student had this to say about their time on the programme.

"I graduated from university with a fashion and business degree and I found myself working at ScottishPower within the Social Projects & Sector Education Team. It's a fantastic programme that equipped me with key skills such as project management, stakeholder engagement and creative thinking; this gave me the confidence to progress to the next stage of my career."





Masters Scholarship Programme

ScottishPower has been building relationships with universities in our communities for many years. Working together, we aim to support development of future talent while mitigating the projected skills gap within the energy sector.

Scholarships are offered to graduates, or final year undergraduates, looking to progress their careers in the energy, digital and environmental industries. Scholars receive full course funding for their Masters studies and a living allowance. Support for their Master's research will be provided by ScottishPower. On successful completion of their scholarships, students will be offered a place on the graduate programme.

Scholars are also provided with a Company mentor, supported with identifying an industry related project to assist with their academic studies and exciting career prospects.

Holly Goodwin, SPR Land Relations Manager said:

"The Iberdrola Masters Scholarship Programme is absolutely fantastic – not only does it support the recipients financially; they also get a real insight into the business. Both scholars that I have mentored have been brilliant with the first joining the company this year

and the latter completing their studies with information for their project being provided by ScottishPower. I would highly recommend Masters students to apply."

A previous Masters Scholar had this to say about the programme.

"I was studying at Strathclyde university doing an aerospace degree when I first applied to the Scholarship Programme. This offered me a path for a fully funded Master's degree and guaranteed me a place as a graduate engineer. This then gave me the chance to work within many different areas of the business, resulting in me choosing to stay within SP Energy Networks as a Project Engineer."





Returns Programme

The Returns Programme supports individuals to return to work in STEM industries after a career break of two years, providing structured support and paid work placements. This programme is carried out as part of ScottishPower's long-term commitment to diversity and inclusion. The programme helps STEM industry returners refresh their existing skills and knowledge while building their confidence in a working environment after a career break. With a growing skills shortage in the UK and a need for greater diversity in STEM sectors, supporting candidates back into STEM careers is a core focus for our business.



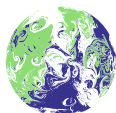
Sarah McNulty, HR Director: "In ScottishPower, we are absolutely committed to developing our Talent Pipeline of future employees for our sector and our Returns Programme is a key element in supporting these incredibly talented people back into work. As well as being an opportunity to address our industry STEM skills shortage, the Returns Programme supports our Diversity & Inclusion agenda, critically helping these participants to grow and develop their careers"

A Returner who has taken part in the programme had this to say.

"Joining the program has given me the opportunity to meet new people in a familiar industry; even now in these challenging times everyone has been welcoming and supportive. The programme is a fantastic way to bring people into the ScottishPower businesses and give them the opportunity to build a future here."



For further information please contact:
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