



ENERGY & UTILITIES SKILLS PARTNERSHIP

SUSTAINABLE TALENT FOR ESSENTIAL SERVICES
AND SUSTAINABLE INFRASTRUCTURE

Update on Inclusion commitment

Powered by:



The Inclusion Commitment & Principles



ENERGY & UTILITIES
SKILLS PARTNERSHIP

We commit to ensuring the Energy and Utilities sector workforce is inclusive and diverse:

- Being inclusive enables our sector to attract and retain the diverse talent that is crucial to ensuring a resilient workforce.
- Being inclusive will help us to more innovative and achieve greater productivity by adapting to our changing environment.
- Having a diverse workforce ensures we are reflective and inclusive of the customers and communities we serve.

Five Principles:

To meet our inclusion commitment we will:

1. Work collaboratively as a sector to drive change, challenging ourselves to do things differently, by sharing best practice and delivering sector priorities
2. Focus on inclusion in its entirety, however our sector history requires targeted sector action to start by increasing gender, BAME and disability workforce representation.
3. Measure and be transparent about progress in our individual organisations and as a sector.
4. Ensure we create the culture we need to attract the workforce of tomorrow.
5. Be inclusive in the way we attract, recruit and develop our people.

Launch details:

- Launched by 32 companies on 11th February 2019
- Digital campaign across LinkedIn, twitter for B2B messaging and Twitter/ facebook for talent comms (via TSN)
- #energisinginclusion #2020skills
- Website links - <https://www.euskills.co.uk/inclusion/>



Participating Employers



ENERGY & UTILITIES
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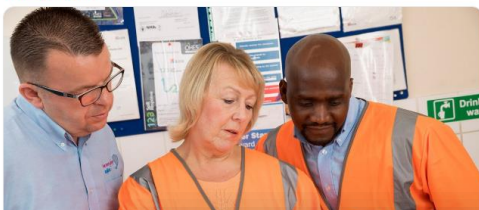
D&I Social Media from Members

#energisinginclusion



ENERGY & UTILITIES SKILLS PARTNERSHIP

Kier Group plc @kiergroup · Feb 11
 Today, our Utilities and Rail business has pledged its support to the @EUSkills Inclusion Commitment, that looks to bring the sector together to work collaboratively to attract more diverse talent to the sector. #2020skills #energisinginclusion



Powergrid News @powergridnews · Feb 11
 We, @NGNGas and @NorthumbrianH2O have joined 29 other energy and utilities employers today to launch a long-term commitment to attract more diverse and inclusive talent into their industry #energisinginclusion #2020skills @EUSkills @networkedtalent ow.ly/8EBJ30nEylm



ssenergycommunity @ssenergycommunity · Feb 11
 We have joined forces with fellow utility employers @EUSkills to attract more diverse talent to the UK energy industry #energisinginclusion #2020skills

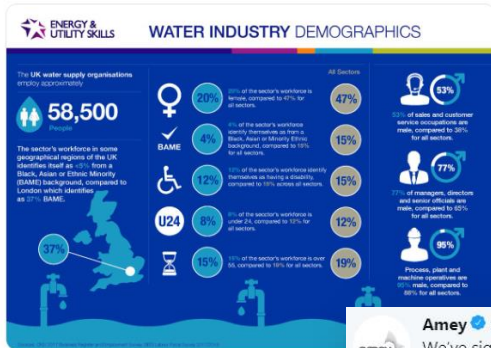
"There's no quick fix or one-off initiative to build a more diverse workforce. It requires systemic change to give the best opportunity to attract, retain and develop the broadest range of talent. Action not words alone will drive diversity and this commitment is backed up with tangible outputs from all organisations involved to bring about the change we need."



Colin Nicol, Managing Director, Networks SSE



Anglian Water @AnglianWater · Feb 11
 We know we need to do more to connect with underrepresented groups. That's why we're supporting the Inclusion Commitment which will challenge the utilities sector to attract talent from all walks of life. Read more: euskills.co.uk/2019/02/11/lea... #energisinginclusion #2020skills



ScottishPower @ScottishPower · Feb 11
 Today we're backing the @EUSkills Inclusion Commitment to champion diversity and drive innovation in the energy sector. #energisinginclusion #2020skills

"We are proud to support the Energy & Utilities Skills Partnership's Inclusion Commitment and we hope to lead by example, showing how teams with greater diversity and strong leadership can offer much higher levels of innovation, creativity and success for our business and the energy sector as a whole."



Keith Anderson, CEO



Pennon Group @PennonGroup · Feb 11
 We look forward to developing our work with the energy and utilities sector, helping to plug the skills gap in a socially inclusive way.

#2020skills #energisinginclusion @euskills @networkedtalent

Amey @Ameypc · Feb 11
 We've signed up to #energisinginclusion @EUSkills - together we're committed to improving diversity and inclusion across the energy and utilities sector. fal.cn/jiQOF #2020skills



"It's hugely important that, as we attract new talent to the sector, we retain, recruit and develop people from the widest possible range of backgrounds."

Dr Stephen Bird, Managing Director of South West Water

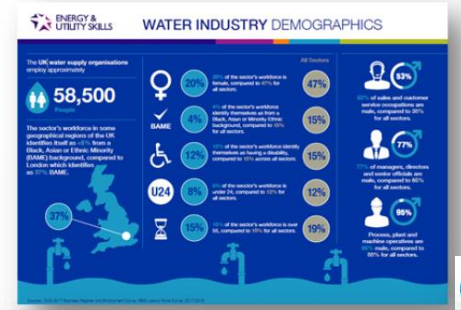
Welsh Water @DwrCymru · Feb 11
 We are pleased to join 31 other utilities and energy companies to sign up to the @EUSkills Inclusion Commitment - working together to attract talent that reflects the diversity of the customers we serve #2020skills #energisinginclusion



National Grid UK @nationalgriduk · Feb 11
 National Grid is proud to be part of the Inclusion Commitment which will challenge the energy & utilities sector to inspire and connect with underrepresented groups. [euskills.co.uk/the-sectors-in...](https://euskills.co.uk/the-sectors-inclusion-commitment) @euskills #energisinginclusion #2020skills

Energy & Utility Skills @EUSkills
 Leading energy & utilities CEOs launch an Inclusion Commitment as part of ensuring sector workforce resilience. Read how the sector is taking collective action to ensure the workforce mirrors the communities they...

United Utilities PLC @uugrouplc · Feb 12
 Our commitment to equality and providing a diverse working environment for our employees is more than just a once-a-year pledge. Check out our gender pay report for more information bit.ly/2Br3oxj #2020skills #energisinginclusion



Yorkshire Water @YorkshireWater · Feb 15
 Here's why we're supporting the @EUSkills inclusion commitment! #energisinginclusion

"We're committed to providing a diverse and inclusive working environment which reflects our equally diverse customer base. This is integral to delivering against our Strategic Business Objectives and our vision of 'Taking responsibility for the water environment for good'. We also believe that an innovative and effective Equality and Diversity Strategy is an essential ingredient in maintaining sector leading performance, promoting equality of opportunity amongst all existing and future employees."

RICHARD FLINT, Chief Executive
 YORKSHIRE WATER

Kier Group
 126,367 followers
 20h · Edited
 Barry McNicholas, executive director of Kier Utilities explains why today is an important day for the utilities sector as it comes together to pledge its support to the Energy & Utility Skills Partnership Inclusion Commitment.

Read his thoughts in our latest blog, here: https://lnkd.in/d_4YHjV
 #2020skills #energisinginclusion



"In order to bring about real change, organisations across utilities must unite."
 kier.co.uk

87 Likes

Scottish Water
 18,305 followers
 12h
 We want to be more representative of the people and communities we serve, so today we joined with 32 other companies to pledge a commitment to attract more diverse and inclusive talent into the energy and utility sector. Working with Energy & Utility Skills we're proud to sign up to the principles which guide our approach. Not only will we build a more resilient workforce for the future, we'll deliver better customer service. Find out more here:



Leading energy & utilities CEOs launch a sector inclusion commitment - Energy Utility Skills
 euskills.co.uk

Northumbrian Water @NorthumbrianH2O · Feb 11
 We're among 322 employers in the energy and utilities sectors who are today making a long term pledge to increase and promote diversity and inclusivity in our workforce >>> bit.ly/2UTXMDo #energisinginclusion #2020skills @euskills @nngas @northpowergrid

CEOs
 FROM LEADING BUSINESSES
 ARE COMMITTED TO WORKING
 COLLABORATIVELY TO ADDRESS
 THE CHALLENGE OF BECOMING
 MORE INCLUSIVE

0:37 454 views

SSE JOINS SECTOR-WIDE INCLUSION AND DIVERSITY COMMITMENT



SSE has joined forces with fellow-utility employers to attract more diverse talent to the UK energy industry. The Energy & Utilities Skills Partnership, led by 28 companies across the UK, has launched a long-term commitment to join 2027 and improve inclusion across the industry. Women, people with disabilities, the BAME community and under 24s are all under-represented in the energy and utilities sector. SSE is committed to improving diversity across its workforce and has invested in a three-year strategy to make changes that encourage people from all walks of life and experiences to consider a career in energy. SSE has been recognized with a range of awards, including the prestigious [Wales, Wales, Wales](https://www.dailymail.co.uk/news/energy) award for its commitment to diversity. Colin Hunt, SSE's Managing Director, Networks, and EU Skills Council member, said: "There's no such thing as a free lunch. It will require systemic change to give the best opportunity to attract, retain and develop the broadest range of talent. "While not words alone will drive diversity and this commitment is backed up with tangible outputs from all organizations."

Scottish Water @scottish_water · Feb 11
 We're one of 32 UK energy & utility sector organisations championing diversity & inclusion. You can find out more about our Inclusion Commitment & Principles in this short film from @EUSkills #energisinginclusion #2020skills

THE SECTOR RECOGNISES ITS DIVERSITY CHALLENGES.

THE WORKFORCE RENEWAL AND SKILLS STRATEGY: 2020 HIGHLIGHTS THE DIVERSITY AND INCLUSIVE CHALLENGES WE FACE

Wales&West Utilities @WWUtilities · Feb 11
 Being a gas engineer isn't about your gender, race or sexuality; it's about your skills and how you do things. So we're really proud to be supporting @euskills Inclusion Commitment #energisinginclusion #2020skills [wwutilities.co.uk/news-and-event...](https://www.wu.co.uk/news-and-event...)



Cadent Gas Limited
 6,471 followers
 20h
 We are proud to be part of @EUSkills Inclusion Commitment. Women, people from black and ethnic minority communities, disabled people & the under 24s are under-represented in the Energy and Utilities industry. We will work with our fellow energy and utility companies to change this <http://ow.ly/iMey50150jn>. #energiseinclusion#2020skills

"I am proud of the diverse workforce we have within Cadent. Cadent is working hard to encourage women, people from black and ethnic minorities, those with disabilities and under 24s into the company and as well as the energy industry. By signing up to this Diversity and Inclusion commitment through the Energy and Utilities Skills Partnership, we are showing a united front to improve and to share best practice throughout the gas and energy industry."

Chris Train, Chief Executive
 Cadent

Employer Coverage



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- Amey - <https://www.amey.co.uk/media/press-releases/2019/february/eu-skills-inclusion-commitment-2019/>
- Cadent Gas - <https://cadentgas.com/media/press-releases/cadent-commits-to-a-more-diverse-workforce>
- Essex & Suffolk Water - https://www.eswater.co.uk/media-centre/3190_5540.aspx
- FCC Environment - <https://www.fccenvironment.co.uk/leading-energy-utilities-ceos-launch-a-sector-inclusion-commitment.html>
- Kier - <https://www.kier.co.uk/media/blog-posts/in-order-to-bring-about-real-change-organisations-across-utilities-must-unite/>
- Northern Gas Networks - <https://www.northerngasnetworks.co.uk/2019/02/13/ngn-joins-north-east-utilities-to-launch-sector-wide-inclusion-commitment/>
- Northern Powergrid - <https://www.northernpowergrid.com/news/north-east-utilities-help-launch-sector-wide-inclusion-commitment>
- Northumbrian Water - https://www.nwl.co.uk/media-centre/611_8147.aspx
- Scottish Water Intranet Front page - Utility Leaders Launch EU Skills Inclusion Commitment *[no link, internal viewing only]*
- SSE - <http://sse.com/newsandviews/allarticles/2019/02/sse-joins-sector-wide-inclusion-and-diversity-commitment/>
- Thames Water - <https://corporate.thameswater.co.uk/Media/News-releases/Pledge-to-increase-diversity-and-inclusion-across-energy-and-utilities-workforce>
- Wales & West Utilities - <https://www.wutilities.co.uk/news-and-events/gas-network-joins-industry-leaders-to-launch-sector-inclusion-commitment/>
- Thames Water - <https://smartwatermagazine.com/news/thames-water/thames-water-signs-pledge-increase-diversity-inclusion-across-energy-and-utilities>

Press Coverage

February 12, 2019

HOME NEWS TOPICS EVENTS RESOURCE CENTRE BLOGS

Energy and utilities CEOs launch sector inclusion commitment

11/02/2019

CEOs from 32 of the country's leading energy and utilities employers have launched a long-term sector inclusion commitment to attract more diverse talent into the industry and better reflect the communities they serve.

566,000	17%	47%
BAME	5%	16%
U24	13%	15%
Disability	8%	12%
Women	19%	19%

The Energy & Utilities Skills Partnership, led by sector employers, recognised in its Workforce Renewal and Skills Strategy 2020 that its current workforce fails to fully represent the 65 million people it serves every day.

It found that 83 per cent of the sector's workforce is male, compared to 47 per cent for all sectors nationally. Women, people with disabilities, the BAME community and under-24s have traditionally been under-represented in the energy and utilities sector, compared to national averages.

To tackle this challenge and build a resilient workforce for the future, 32 leading employers have committed themselves to drive change and work collaboratively to attract, recruit and retain a more diverse talent to the sector.

Employing around 566,000 people across the UK, the sector will need over 221,000 new recruits to fill its

Delivering Intelligent Connectivity for the world's leading smart cities.

UK energy companies embrace diversity to secure future talent

February 13, 2019

Call Us Today
0203 369 1688
0131 610 1688

Mind the gaps - why strategy falls short

Waste sector signs up to workforce inclusion scheme

SSE has joined forces with fellow utility employers to attract more diverse talent to the UK energy industry. This entry was posted in SSE by Scottish and Southern Energy Press Release. Bookmark the permalink.

February 12, 2019

HOME Features Digital Issues Directory Recruitment KNX Training Bulk

Leading energy & utilities CEOs launch a sector inclusion commitment

CEOs from 32 of the country's leading energy and utilities employers today launch a sector inclusion commitment that is a long-term commitment to attract more diverse and inclusive talent into their industry, reflecting the communities they serve.

566,000	17%	47%
BAME	5%	16%
U24	13%	15%
Disability	8%	12%
Women	19%	19%

Construction Enquirer

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Utilities contractors launch diversity crusade

Aaron Morby 1 min ago

CEOs from 32 of the country's leading energy and utilities employers have today launched a sector inclusion commitment to attract more diverse and inclusive talent into their industry, reflecting the communities they serve.

To tackle this challenge, and to build a resilient workforce for the future, 32 leading employers have committed themselves to drive change and work collaboratively to attract, recruit and retain a more diverse talent to the sector. Employing around 566,000 people, the sector will need over 221,000 new recruits to fill its expected skills gap by 2027.

STRUCTURAL DEFECTS INSURANCE SPECIALISTS

Energy and utilities sector inclusion commitment

February 12, 2019

Leaders from 32 of the UK's top energy and utilities employers have today launched a sector-wide inclusion commitment to attract more diverse talent into the industry and better reflect the communities they serve.

Energy News

Energy and utilities sector inclusion commitment

February 12, 2019

Leaders from 32 of the UK's top energy and utilities employers have today launched a sector-wide inclusion commitment to attract more diverse talent into the industry and better reflect the communities they serve.

WASTE SPECIALISTS

Leading energy and utilities companies launch inclusion commitment

Written by Editorial staff | Published: 11 February 2019

CEOs from 32 of the UK's energy and utilities employers have launched an inclusion commitment to attract more diverse and inclusive talent into the industry.

The sector will need over 221,000 new recruits to fill its expected skills gap by 2027.

WELCOME JILL MCIMPSEY

Utility bosses pledge to improve workforce diversity

CAMBRIDGE TECHNICALS

HOME FEATURES VOICES VIDEO NEWSROOM SECTOR NEWS

Leading energy & utilities CEOs launch "The Inclusion Commitment" to help promote #STEM skills

Written by Energy & Utility Skills | Published: 11 February 2019 | Hits: 554 | Rate

NEWS EVENTS PACKAGING RETAIL

Waste businesses sign up to diversity commitment

11 FEBRUARY 2019

Waste management companies Veolia, FCC Environment and Viridor's parent group Penon are among the signatories to a commitment to "attract more diverse and inclusive talent" across the utilities and energy sectors.

Launched by the Energy & Utilities Skills Partnership today (11 February), the commitment aims to increase diversity by "working collaboratively as a sector to change".

29 businesses have signed up to the pledge, and also include the services firms A and Kier - which carry out activities including waste and recycling collections.

The commitment aims to make energy and utilities businesses more inclusive employers, and more representative of the 65

NEWS EVENTS VIDEOS INDUSTRY NEWS

Energy and utility firms sign up to diversity commitment

They have launched an 'Inclusion Commitment' to work collaboratively to recruit and retain a more diverse talent in the sector

The chiefs from 32 of the UK's energy and utility companies have committed to diverse and inclusive talent' into the industry.

The Energy and Utilities Skills Partnership, led by sector employers, have launched a commitment to drive long-term change and work collaboratively to recruit and retain a more diverse talent in the sector.

The companies include Anglian Water, Cadent Gas, Centrica, E.ON, National Grid, Thames Water, UK Power Networks and Viridor.

The news comes as it revealed around 83% of the sector's workforce is male, compared to 47 per cent for all sectors nationally.

It adds women, people with disabilities, the BAME (Black, Asian and minority ethnic) and under-24s have traditionally been under-represented in the energy and utilities sector, compared to national averages.

Employing around 566,000 people across the UK, the sector will need more than 221,000 new recruits to fill its expected skills gap by 2027.

Energy Solutions

Commercial Energy Brokers

HOME ABOUT GUIDES NEWS CONTACT

ELECTRICITY GAS WATER

Posted on February 11, 2019 by Scottish and Southern Energy Press Release

SSE joins sector-wide inclusion and diversity commitment

SSE has joined forces with fellow utility employers to attract more diverse talent to the UK energy industry. This entry was posted in SSE by Scottish and Southern Energy Press Release. Bookmark the permalink.

Utility bosses pledge to improve workforce diversity

Press Release Links



ENERGY & UTILITIES
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- Utility Week - <https://utilityweek.co.uk/utility-bosses-pledge-improve-workforce-diversity/>
- Energy Live News - <https://www.energylivenews.com/2019/02/12/energy-and-utility-firms-sign-up-to-diversity-commitment/>
- Recycling & Waste World - <http://www.recyclingwasteworld.co.uk/news/leading-energy-and-utilities-companies-launch-inclusion-commitment/208971/>
- Building Services & Environmental Engineer (BSEE) - <http://www.bsee.co.uk/leading-energy-utilities-ceos-launch-a-sector-inclusion-commitment>
- FE News - <https://www.fenews.co.uk/press-releases/79-sp-821/25628-leading-energy-utilities-ceos-launch-a-sector-inclusion-commitment>
- Business Green - <https://www.businessgreen.com/bg/news/3070852/inclusion-commitment-32-energy-firms-promise-more-diverse-workforce>
- Smart Energy International - <https://www.smart-energy.com/industry-sectors/business-finance-regulation/uk-energy-companies-embrace-diversity-to-secure-future-talent/>
- MRW (Waste) - <https://www.mrw.co.uk/latest/waste-sector-signs-up-to-workforce-inclusion-scheme/10039871.article>
- Construction Enquirer - <http://www.constructionenquirer.com/2019/02/12/utility-contractors-launch-diversity-crusade/>
- Lets Recycle - <https://www.letsrecycle.com/news/latest-news/waste-businesses-sign-up-to-diversity-commitment/>
- Energy Solutions - <https://www.energybrokers.co.uk/news/sse/sse-joins-sector-wide-inclusion-and-diversity-commitment>
- WWT News - <https://wwtonline.co.uk/news/energy-and-utilities-ceos-launch-sector-inclusion-commitment>
- CIWM Journal - <https://ciwm-journal.co.uk/waste-firms-sign-up-to-energy-and-utilities-inclusion-commitment/>
- PBC Today - <https://www.pbctoday.co.uk/news/energy-news/energy-utilities-inclusion-commitment/52386/>
- Scottish Construction Now - <https://www.scottishconstructionnow.com/article/energy-and-utilities-companies-sign-diversity-commitment>
- Inside Industry - <http://www.insideindustry.com/index.php/news2/energy/1101-amey-and-industry-leaders-launch-sector-inclusion-commitment>
- Water & Wastes Digest - <https://www.wwdmag.com/energy/business-news-round-feb-15>
- The Water Report - <https://www.thewaterreport.co.uk/single-post/2019/02/18/Water-chiefs-back-inclusion-commitment-to-boost-workforce-diversity>

Press Release Links



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- Premises & Facilities Management Online - <http://www.pfmonthenet.net/article/165333/Energy-and-utilities-skills-gap-resolution-initiative.aspx>
- The National (Scotland) - <https://www.thenational.scot/news/17425066.scottish-firms-join-bid-to-improve-diversity-in-energy-industry/?ref=rss> [also available in print edition on 12 February as 'Utility firms team up in bid to boost diversity']
- essex-tv.co.uk - <http://www.essex-tv.co.uk/essex-suffolk-water-helps-launch-sector-wide-inclusion-commitment/>
- Design & Build UK - <http://designandbuilduk.net/amey-joins-leading-energy-and-utilities-companies-to-launch-a-sector-inclusion-commitment/>

Offline coverage:

- **Building**, Short and Tweet: What the industry was Twittering about this week, page 27, 15 February
- **Dundee Courier**, SSE aiming for more diverse workforce, page 30, 12 February
- **East London Enquirer**, Essex & Suffolk Water helps launch sector-wide inclusion commitment, page 27, 14 February
- **Essex Enquirer (Chelmsford)**, Essex & Suffolk Water helps launch sector-wide inclusion commitment, page 27, 14 February
- **The Forester**, National campaign launched to attract more diverse talent, page 22, 12 February
- **The Journal (Newcastle)**, You're all invited, but do you feel a part of the scene?, page 23, 12 February
- **Utility Week**, Seven Days... Story by numbers, 15 February [summary of the week's news in numbers in the print edition]

Stakeholder Support



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Institute of Water
4,683 followers
1d

NEWS: Leading energy & utilities CEO's launch a sector inclusion commitment

CEO's from 32 of the country's leading energy and utilities employers today launch a sector Inclusion Commitment that is a long-term commitment to attract more diverse and inclusive talent into their industry, reflecting the communities they serve.

The Energy & Utilities Skills Partnership, led by sector employers, recognised in its Workforce Renewal and Skills Strategy: 2020 that its current workforce fails to fully represent the 65 million people it serves every day. It's no great surprise that 83% of the sector's workforce are male, compared to 47% for all sectors nationally. Women, people with disabilities, the BAME community and under 24's have traditionally been under-represented in the energy and utilities sector, compared to national averages.

To tackle this challenge, and to build a resilient workforce for the future, 32 leading employers have committed themselves to drive change and work collaboratively to attract, recruit and retain a more diverse talent to the sector. Employing around 566,000 people across the UK, the sector will need over 221,000 new recruits to fill its expected skills gap by 2027.

Energy & Utility Skills liked

 **The Equal Group** @theequalgroup · 2h ✓
What a great commitment! Well done for leading on this @EUSkills Looking forward to seeing how this initiative impacts the energy industry in the long term. #EnergisingInclusion #2020Skills

Energy & Utility Skills @EUSkills
Leading energy & utilities CEOs launch an Inclusion Commitment part of ensuring sector workforce resilience. Read how the sector taking collective action to ensure workforce mirrors the communities they serve > euskills.co.uk/2019/02/11/lea... #energising #2020skills



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Tel: 020 7747 2959
Email: press@energy-uk.org.uk

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/ Energy UK comments on energy companies pledge to improve workforce diversity




Energy UK comments on energy companies pledge to improve workforce diversity

11 February 2019

Responding to the commitment made by over 30 of the UK's biggest energy and utility companies today to increase the diversity of their workforces, Abbie Sampson, Energy UK's director of external affairs, said:

"The commitment made today by over 30 energy and utilities companies to build a more inclusive and diverse workforce is a positive step forward. Energy UK has been leading efforts to promote diversity and inclusion across our sector including the launch of a new Equality and Diversity Forum' which brings together large and small organisations to share best practice, foster collaboration and highlight successes in driving change.

"Our sector is undergoing a rapid transition and with that comes an opportunity to create a more diverse and inclusive industry, and better reflect the customers and communities we serve."



Analytics



Digital overview:

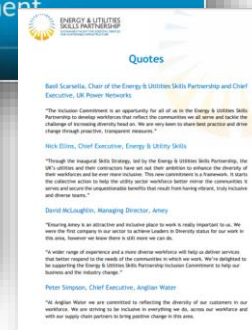
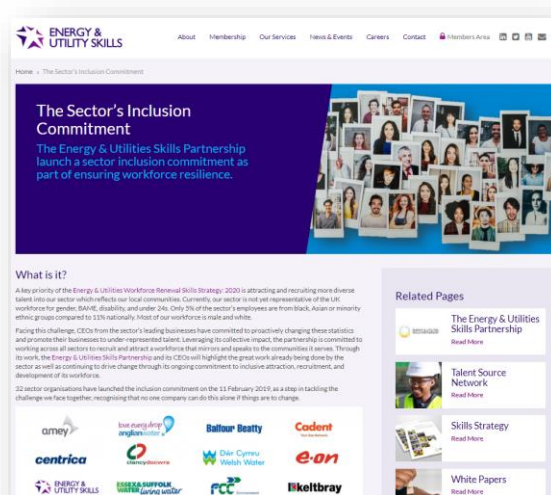
1.6 million impressions on Twitter alone*

261 tweets

30 LinkedIn posts

Inclusion [webpage](#):

- 876 visits
- Average time on page – 3 mins 56 secs (average page view time 1 min 29 secs – indicates high level of engagement)
- Inclusion video: 246 views
- Press release downloads: 459
- CEO quotes document views: 22
- Hashtag Monitoring: #energisinginclusion



*1.6 million OTS the #energisinginclusion hashtag

D&I Social Media from Employers

DAY ONE: LAUNCH DAY #energisinginclusion



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80
TOTAL TWEETS ?

790,026
Potential impacts ?

390,565
Potential reach ?

51
Contributors ?

1.57
Tweets/contributor ?

7,658.14
Followers/contributor ?

33
Original tweets ?

20
Original contributors ?

1.65
Original tweets/contributors ?

MOST ACTIVE ?	Total tweets	RETWEETERS ?	Retweets	ORIGINAL TWEETS ?	tweets
@euskills Energy & Utility S...	6	@melissa39b MelB	4	@euskills Energy & Utility S...	5
@northpowergrid Northern Powerg...	5	@energynetworks Energy Networks	2	@kiergroup Kier Group plc	3
@powergridnews Powergrid News	5	@hay_mcmillan Shirley Hay McMi...	2	@northpowergrid Northern Powerg...	3
@kiergroup Kier Group plc	4	@ice_cheshire ICE Cheshire Bra...	2	@powergridnews Powergrid News	3
@melissa39b MelB	4	@northpowergrid Northern Powerg...	2	@dwrcymru Welsh Water	2

MOST POPULAR ?	Followers	HIGHEST IMPACT ?	Impacts	TOP PHOTOGRAPHERS ?	Photos
@kiergroup Kier Group plc	61,597	@kiergroup Kier Group plc	246,388	@kiergroup Kier Group plc	3
@ukjobsnow UK Jobs Now!	30,086	@northpowergrid Northern Powerg...	108,440	@dwrcymru Welsh Water	2
@scottishpower ScottishPower	28,878	@scottishpower ScottishPower	57,756	@eswh2o Essex & Suffolk W...	2
@scottish_water Scottish Water	28,155	@ameypc Amey	42,248	@northpowergrid Northern Powerg...	2
@anglianwater Anglian Water	26,533	@northumbrianh2o Northumbrian W...	40,374	@northumbrianh2o Northumbrian W...	2

D&I Social Media from Employers TO DATE: #energisinginclusion

261

TOTAL TWEETS

1,646,425
Potential impacts

560,235
Potential reach

121
Contributors

2.16
Tweets/contributor

4,630.04
Followers/contributor

95
Original tweets

32
Original contributors

2.97
Original tweets/contributors

MOST ACTIVE	Total tweets
@euskills Energy & Utility Skills	36
@joan_coe Joan Coe	15
@northpowergrid Northern Powergrid	9
@northumbrianh2o Northumbrian Water	9
@powergridnews Powergrid News	9
@networkedtalent TalentSourceNetwork	8
@kiergroup Kier Group plc	6
@melissa39b MelB	6
@siemensuknews Siemens UK	6
@uugroupplc United Utilities PLC	6

RETWEETERS	Retweets
@joan_coe Joan Coe	15
@melissa39b MelB	6
@northpowergrid Northern Powergrid	6
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