



ENTERING THE ENERGY TRANSITION LABOUR MARKET

ASES Solar 2023

LAND ACKNOWLEDGEMENT

As we are all joining this conversation today from many different places, we'd like to acknowledge the original and current stewards of the lands and waters we each call home. It is ever more important as we begin a conversation on the topic of green jobs and involvement in the energy transition labour market that we recognize the exclusion of Indigenous communities in the decision-making processes in most climate organizations. At the same time, the leadership of Indigenous communities and the knowledge that Indigenous communities have carried through to the present are at the forefront of the climate movement, and must become more valued in the climate and energy industry.

We hope that we can hold these understandings in our actions and recommendations that we generate throughout this session on the inclusion of youth in the Energy Transition Labour Market.

AGENDA

- Introduction to Student Energy and our research
- Looking for Climate and Energy Jobs: How to Get Started
- Building Networking Skills: How to Tell Your Story and Ask Great Questions
 - Networking activity
- Finding a Mentor
- Q&A
- Conclusion and Wrap-Up



ABOUT STUDENT ENERGY

- Student Energy is a global youth-led organization empowering the next generation of leaders who are accelerating the transition to a sustainable and equitable energy future.
- We work with a network of 50,000 young people from over 120 countries to build the knowledge, skills, and networks they need to take action on energy.



THE ENERGY TRANSITION SKILLS PROJECT

Bridging the Energy Transition Skills Gap

The Energy Transition Skills Project explores the emerging skills gaps in the energy sector, bridging the perspectives of young people, and the latest labour trends and future needs from the energy sector. As the world moves towards a more sustainable energy future, there will be an increase in green jobs for youth to fill that are needed to meet global climate and energy commitments. The project was guided by the following research question:

How can energy actors and young people work together to meet the energy transition's workforce demands, while meeting their respective needs?

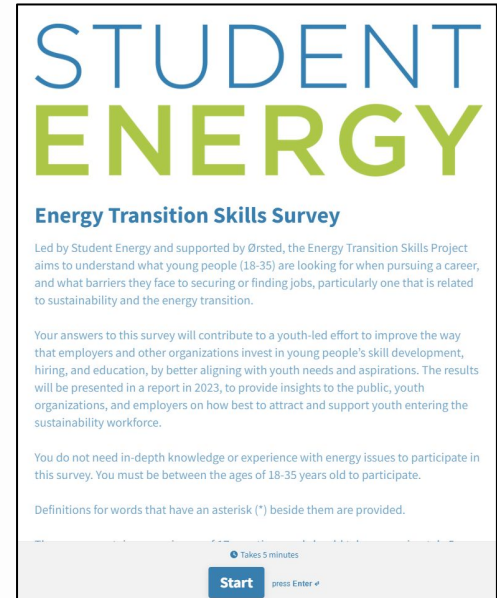


GLOBAL YOUTH SURVEY

Student Energy surveyed 1,800+ global youth between the ages of 18-35 to understand:

- What are young people looking for in a job that supports the energy transition?
- What barriers do young people face when pursuing energy transition jobs*?

* Energy Transition Job: Employment that supports the energy transition. It can be within the energy sector or outside the energy sector, but all or some of the job's responsibilities would contribute towards advancing the energy transition in some capacity.



Which of the following statements apply to you right now?

- a. I currently work in the fossil fuel sector
- b. I currently work in the renewable and clean energy sector
- c. I am interested in work that supports the energy transition, but don't know much about what jobs exist or how to get involved

KEY INSIGHTS

36.6%

of youth surveyed are *interested* in work that supports the energy transition **but aren't aware of what jobs exist or how they can get involved.**

47.6%

of youth surveyed said **lack of awareness about existing job opportunities** is a barrier to employment.

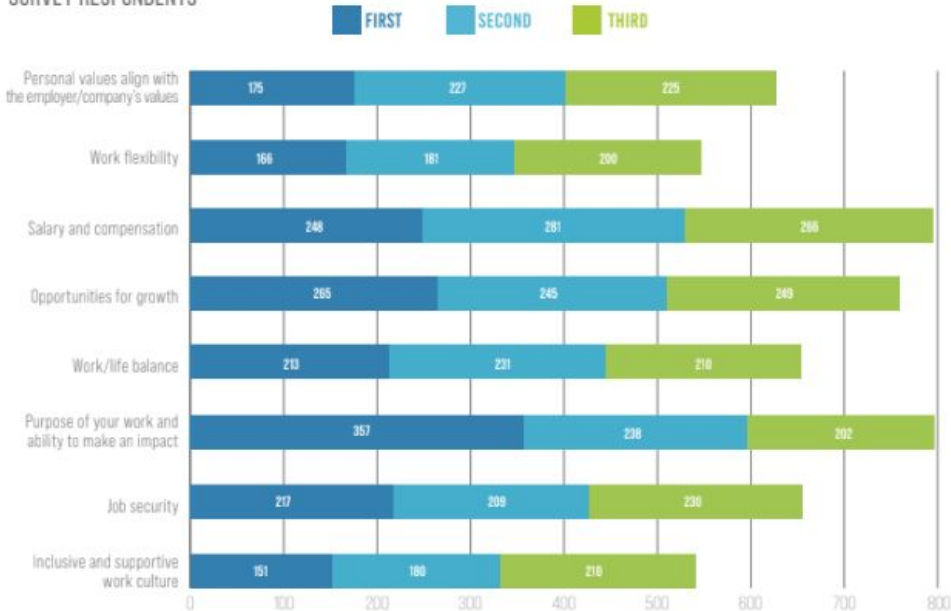
64.8%

of youth surveyed believe **skills training programs** would help them pursue the energy transition jobs they are interested in.

CAREER PRIORITIES FOR YOUTH

TOP THREE PRIORITIES

FIGURE 3 JOB PRIORITIES RANKED FIRST, SECOND, AND THIRD MOST IMPORTANT WHEN LOOKING FOR A JOB BY SURVEY RESPONDENTS



When ranking their top three priorities when pursuing a job, 44.5% of respondents chose **purpose of work**, 44.4% chose **salary and compensation**, and 42.3% chose **opportunities for growth**.

What do you find challenging about entering the energy transition jobs market?

IDENTIFYING CAREER INTERESTS, VALUES AND SKILLS

And how to align them with labour market needs

UNDERSTANDING YOUR INTERESTS, VALUES AND SKILLS

When starting your job search and thinking about your career, it is important to first get an understanding of yourself in terms of your values, interests and strengths, and how these relate with current labour market demands. Using these prompts, reflect on these three aspects before searching for job opportunities:

Interests, Values, and Desires	Technical and Soft Skills	Labour Market Demand
<ul style="list-style-type: none">• What do I want to get out of a job and career?• What would make me happy?• What is important to me?• What are things I <i>don't</i> want in a job?• What are fields/areas I am interested in exploring?	<ul style="list-style-type: none">• What kind of specific skills and knowledge do I have from past work experiences and studies?• What kind of soft skills do I have (ex. Team work, organization, negotiation, etc.)?• What kind of lived experience do I have?• What kind of problems do I know how to solve based on your previous experience (work, school related/or lived experiences)?	<ul style="list-style-type: none">• How is the job market changing?• What kind of jobs are becoming more in demand?• What kind of problems are organizations facing more often and will be facing more often?• Save job descriptions (even if you are not eligible), and make note of the skills and experience to see how you can acquire them

WHERE TO FIND OPPORTUNITIES

- Government websites that share labour market information
- Search job descriptions of opportunities you are interested in and make note of the skills and experience, and see how you can acquire them
- Job boards and websites such as:
 - Indeed
 - Post-secondary institution job boards
 - Company websites
 - LinkedIn
 - Google
- Social media
 - Follow organizations you're interested in on social media and stay updated on networking events and other activities happening in the fields you're interested in
 - Follow social media accounts that share news and opportunities, such as
 - Student Energy!
 - Youth Climate Lab
 - Green Jobs Board
 - Content creators
- Subscribe to job newsletters
- Join online communities that share knowledge, news and opportunities such as Slack and LinkedIn groups

JOB APPLICATIONS

Cover Letters, Resumes, and Interviews

- Cover letters share your overarching story and personal highlights:
 - Who you are, your passions, why you're interested in the organization and the role
 - Your overarching experience and skills relevant to the role
 - Your life experiences you wouldn't usually put in a resume/CV but that are important to the role and your interest in the role
- Resumes share more details about your story:
 - Specific skills you gained from certain experiences and what you achieved
- Interviews are where you can share stories about your experiences and how you gained certain skills
 - Prepare, prepare, prepare!
 - Reflect on your responses to common interview questions such as: "tell us about yourself", "why you are interested in this role?", "tell me about a time that you demonstrated leadership skills"

JOB APPLICATIONS TIPS



- Think about the transferable skills
- Tailor your job application:
 - Be **concise**, highlight the **most relevant experiences**, and use **specific language**
- Provide **quantifiable results** to support your application and story
- Link your experiences and points from your resume back to each point in the job description - **use the job description like a checklist!**
- **Research the company** and mention your interest in their work, events, posts, etc. in your application

BUILDING YOUR NETWORKING SKILLS

How to Tell Your Story

HOW TO TELL YOUR STORY



1	Creating Your Story	How is your work informed by your personal experiences or your community? What values move you to act ? What was the moment that made you want to act?
2	Passion and Experience	Find a balance between sharing a list of your accomplishments or experiences and your personal connection to your work
3	Why are you here?	Claim your credibility and value in this space
4	Rule of Three	Having 3 key points to structure your story makes it memorable to your audience and helps you stay on track - 1) experience you already have 2) a goal you are working towards 3) issues/story you care about
5	What's Next?	Are you working towards any specific goals? How can the listener become part of your journey?

ACTIVITY - PRACTICE TELLING YOUR STORY!

5-7 minute rapid activity

- Where do you come from?
- Who/what has influenced you most in your path to working in energy?
- What values move you to act?
- How did you get involved in the work you do now?
- Does your lived experience relate to the work you do?

NETWORKING 101



Networking Tips:

- Set a goal or intention
- Research who you will be meeting
- Prepare your introduction and share your story
- Make it a challenge or game
- Embrace the awkward

Ask great questions:

- Deep listening
- Give context to a broad issue
- Ask open-ended questions
- Follow-up
- Acknowledge if you are going off topic, and why you're doing it
- Keep it brief!

MENTORSHIP

How to find and maintain a co-mentoring relationship

FINDING A MENTOR

How to find a mentor :

- Don't overlook your existing connections!
- Actively participate in industry-related events
- Use social media
- Research people whose career path interests you and try to find them on LinkedIn or at an event

Meeting with your mentor

- Structure your meetings to make the most out of them - prepare a list of questions
- Be ready with questions to ask and be prepared to tell your story

ENTERING THE ENERGY TRANSITION JOB MARKET

1. Reflect on your career interests, values, and skills and align them with labour market demands
2. Build your networking skills
3. Actively seek mentorship



ENERGY TRANSITION SKILLS PROJECT

REPORT

STUDENTENERGY



**AUDIENCE
Q&A**

THANK YOU!

Learn more about the project

www.studentenergy.org/research/energytransitionskillsproject/

Final Report: bit.ly/ets-report

Action Toolkit: bit.ly/ets-actiontoolkit

Pledge Form: bit.ly/etsproject-pledge

Student Energy

Website: <https://studentenergy.org/>

Twitter: @studentenergy

Instagram: @studentenergy

Facebook: <http://facebook.com/studentenergy>

LinkedIn: <http://linkedin.com/company/studentenergy/>







