

SMART ENERGY GENDER ACTION PLAN

4PM - 5PM (AEST)
26 APRIL 2023



**SMART
ENERGY
COUNCIL**



Funded by

**LORD
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OUR PANEL



JOHN GRIMES
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SMART ENERGY COUNCIL



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DIRECTOR
NRG SOLAR



SOPHIE WRIGHT
CEO
ELECTRIFY VICTORIA &
GEVC



NIGEL MORRIS
HEAD OF BUSINESS DEVELOPMENT
SOLAR ANALYTICS



WHO

INDEPENDENT PEAK INDUSTRY BODY

Since 1954 | Over 900 members

65+
YEARS

OF ADVANCING
AUSTRALIAN
RENEWABLE ENERGY

950+
BUSINESSES

SUPPORTED BY
SMART ENERGY
COUNCIL

- Accreditation and skills development
- Bold, impactful advocacy
- Event management
- Industry programs and practical guides
- Stakeholder collaboration and coordination
- Communications campaigns
- Project design and management



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WHY

At least 43% cut in emissions and 82% renewables by 2030

The Smart Energy industry (solar rooftops, battery storage, efficient appliances) is key

But there aren't enough workers to deliver at pace and scale

The Numbers by 2030:

Renewables:	19% to 82%
Workers:	120K to 600K



WHY

Smart energy industry is...

- 'blokes on roofs' installing solar panels
- resource and time-poor SMEs
- dispersed industry - located in cities, regions and remotely

The Numbers by 2030

Women: 32% to 50+%

Women solar installers: 2% to 30+%

Vision: Our Smart Energy workforce is inclusive, safe and provides meaningful work for all.



WHAT

Reconciliation Action Plan (RAP) can change the understanding of behaviours towards, and relationship between non-Indigenous and Indigenous Peoples and their workforces

Could this be adapted to achieve the same outcomes for gender?

A model **that rebuilds men's views of themselves**, changes their behaviours and starts to make our workforce attractive to, and inclusive of all.

Smart Energy Gender Action Plan



SMART ENERGY GENDER ACTION PLAN

1 COMMUNITIES OF PRACTICE

1. Recruit
2. Develop
3. Coordinate

2 COMMUNICATIONS CAMPAIGN

1. Messaging
2. GAP brand assets
3. Partner

3 ADVOCACY PROGRAM

1. Data
2. Pathways
3. Expand



1 COMMUNITIES OF PRACTICE - LEARNING AREAS

Reflect

Principles and purpose of gender and diversity

SCOPE and develop relationships with women

Decide on your vision for a gender diverse workplace

Explore your sphere of influence.

Innovate

Outline actions for achieving your organisation's vision for a gender diverse workplace

Develop and strengthen relationships

Learn by doing, deepen understanding, **IMPLEMENT** your best approach.

Stretch

Take in a broader sphere of influence and deploy longer-term strategies working towards measurable targets and goals

EMBED GAPs into business strategy so they become "business as usual".

Elevate

Proven track record and ready to **LEAD** in advancing national gender goals; build strategic relationships with relevant third parties

Requires greater transparency and accountability; independent assessment of activities

A program of capacity building, advocacy and communications, to deliver this.



SO WHAT?

Quality employment outcomes in new jobs that are meaningful, flexible and local.

Women's determination

Respectful workplaces

Inclusive and respectful workforce that provides opportunities, skills/training and favourable working conditions for women

Industry capacity

Larger, more diverse and resilient workforce



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YEAR ONE - WE ARE HERE

1. MAR: Announce

Announce project
Project management
systems

2. MAY: Connect & Recruit

Est governance & reporting
EOI (advisory) (participants)
Select Project Advisory
Group
Recruit delivery team
member/s

3. MAY-JUN: Research & Build

Host intro workshop
Framework for the GAP
Practical resources to support
SMEs - course material
Online platform for sharing
resources, content, stories
Insignia to use in promotional
material, emails etc.
Est data baseline

4. JUN+: Promote

2 year plan of:

- events
- communities of practice
- policy advocacy
- communications campaign



A FUTURE BUILT ON SMART RENEWABLE ENERGY

To register your interest, please email
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