

Inclusive Talent for a Greener Economy

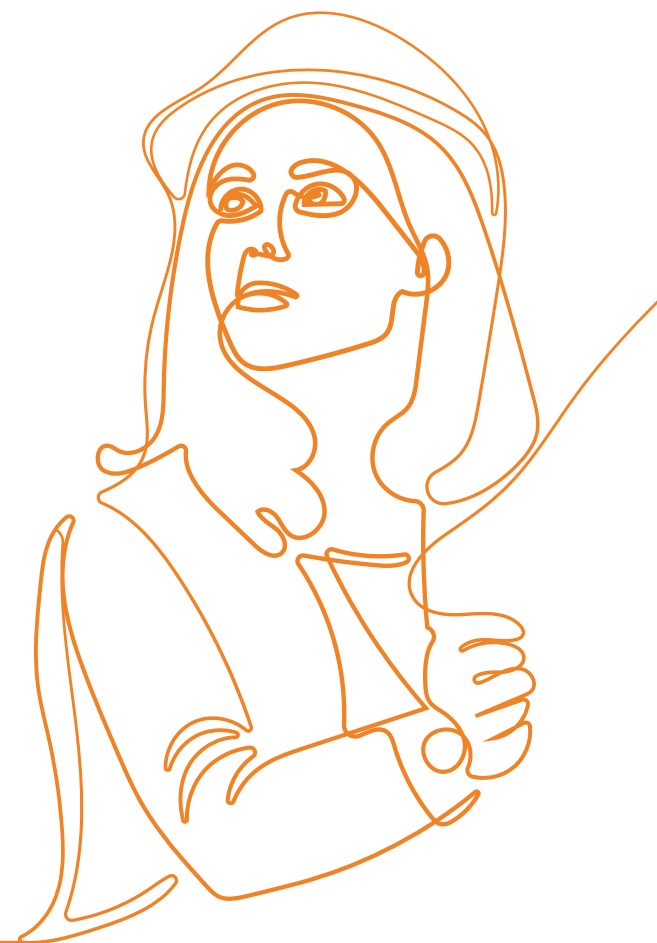
Closing the Green Skills Gap Through DE&I



Introduction

As the world accelerates towards a net-zero future, there is increased competition both within and between sectors for individuals with Green Skills.

Diversity, Equity and Inclusion (DE&I) initiatives are a strategic enabler for organisations to ensure they have access to the biggest pool of talent. By fostering and investing in inclusive access to green skills and opportunities, companies can drive innovation, increase productivity and in turn, have an overall positive impact on business performance. This brochure provides organisations with some initiatives that can be considered to help keep DE&I at the heart of Green Skills planning.






1 | Understand your data

Conducting quantitative and qualitative data analysis can help you gain a thorough understanding of your workforce and the employee experience to inform your DE&I strategy and priority areas.



Examples of data:

Quantitative

-  Pulse and engagement surveys
-  Employee data analysis
-  Recruitment data analysis

Qualitative

-  Leadership interviews
-  Employee Resource Group focus groups
-  Glassdoor reviews
-  Exit interviews

2 | Plan your initiatives

Planning impactful DE&I initiatives can start with a clear, measurable strategy aligned to your organisation's values. By setting defined goals, timelines, and securing leadership support, you lay the foundation for sustainable, inclusive progress.



Define a DE&I strategy aligned with your organisational goals and values.



Define the focus areas across the organisation with measurable outcomes and establish a project plan for implementation of actions.



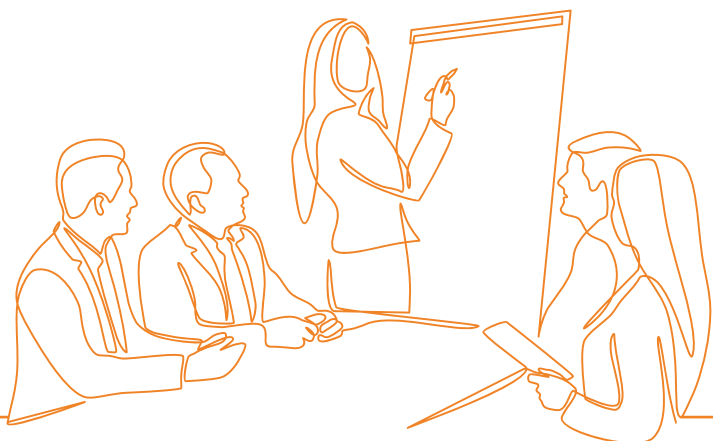
Agree a defined period for your strategy (e.g. 3 years, 5 years) along with success metrics to measure progress against.



Secure leadership buy-in for the strategy and communicate it across the business to all employees.

3 | Embed DE&I into your policies, processes and pathways

Embed DEI into your core policies and processes at all organisational levels and stages in the employee journey, for example, recruitment and career development. This removes barriers to entry to green jobs and brings a diverse perspectives that helps teams approach problems differently. Organisations that do this will better retain Green Skills talent and outperform their competitors.



Develop robust policies to prevent discrimination and harassment, backed by clear reporting mechanisms and accountability measures (e.g. Employee Resource Group (ERG) frameworks, accessibility policies, anti-discrimination etc.)



Redesign recruitment processes to attract and retain diverse talent pools including implementing diverse slates, removing gender-bias language in job descriptions, leveraging diverse hiring boards, partnering with specialist recruiters and job boards.



Build equitable promotion and career development processes.



Review employee benefits and incorporate new benefits that address key points raised in the data collection.

4 | Invest in the learning and knowledge of your employees

Investing in the learning and knowledge of your employees is key to fostering an inclusive culture. Through education, mentorship, and practical tools, organisations can empower their people to lead inclusively and drive lasting change.



Facilitate workshops and training sessions on topics such as unconscious bias, allyship, inclusive leadership, cultural awareness, inclusive language and psychological safety.



Create mentorship schemes between diverse talent and senior leaders within the business to enable coaching of employees to advance their careers and allow for senior leaders to learn about diverse experiences.



Provide practical tools and frameworks for employees to implement inclusive practices in their daily work and in their teams.



Set up internal groups to provide a safe space for diverse employees to connect and share experiences.



Invest in the continuous development of diverse talent, positioning them as credible candidates for future senior roles within the business.





5 | Apply DE&I across the full ecosystem

Creating meaningful impact means DE&I should extend beyond internal efforts and into the broader business ecosystem.



Incorporate your DE&I objectives into customer experience, product development and marketing.



Create a supplier diversity strategy that prioritises diverse suppliers for green components across the supply chain.

6 | Expand DE&I presence externally

Expanding your DE&I presence externally strengthens your long-term impact and brand credibility. By building diverse talent pipelines and engaging with external frameworks and communities, you help shape a more inclusive industry landscape.



Build an early careers pipeline by partnering with schools and universities in underrepresented communities.



Sign up to external DE&I frameworks to gain guidance and best practice e.g. Social Mobility Foundation, Disability in Work.



Attend and sponsor events that prioritise supporting diverse talent to increase your organisation's own brand awareness.

Get in touch

Want to learn more about DE&I initiatives based on your specific needs?

Need another pair of eyes over your strategy or action plans?

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