

# Investing today in the employees of tomorrow

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# Overview

- Who we are
- Our Challenge
- Our investment
- SSEN Transmission early career opportunities
- An opportunity to do more
- Ideas & Feedback



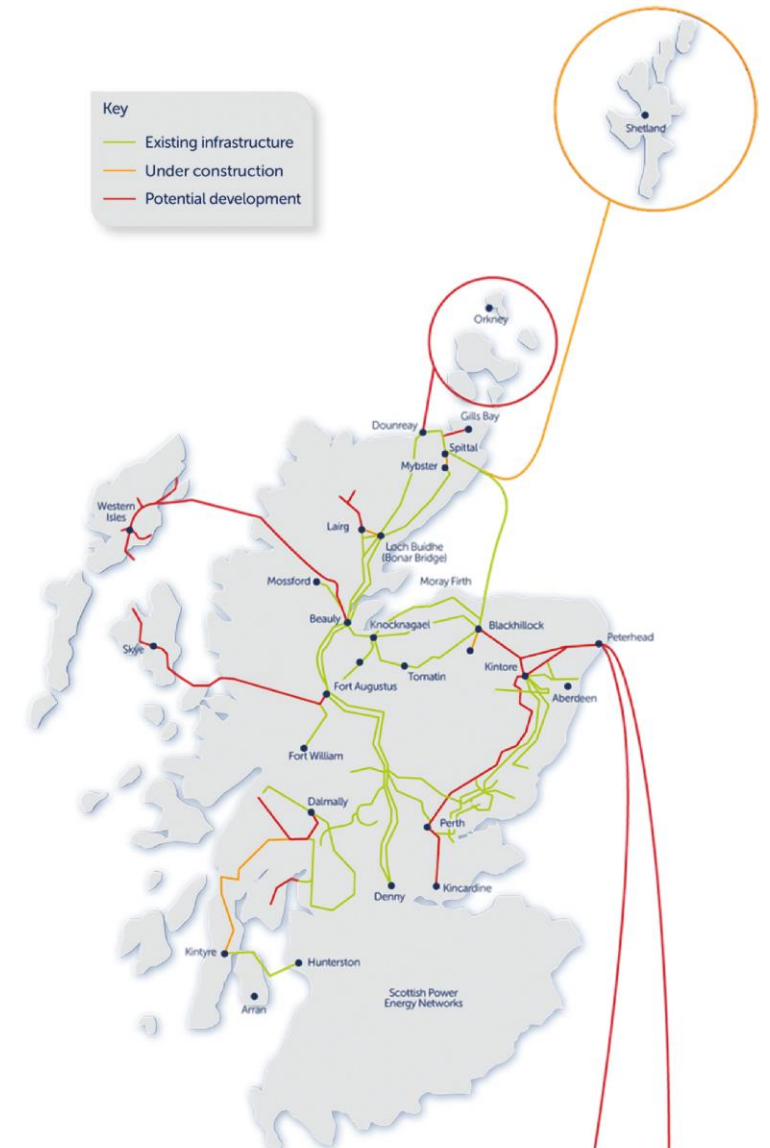
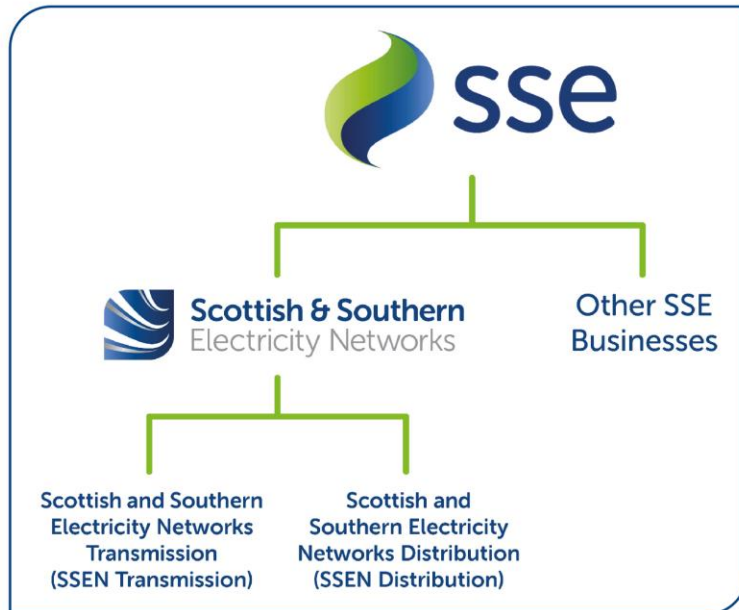
# Who we are - SSEN Transmission

We are SSEN Transmission, the trading name for Scottish Hydro Electric Transmission.

Following a minority stake sale which completed in November 2022, we are now owned 75% by SSE plc and 25% by Ontario Teachers' Pension Plan Board.



We are responsible for the electricity transmission network in the north of Scotland, maintaining and investing in the high voltage 132kV, 220kV, 275kV and 400kV electricity transmission network.



# Our Challenge

100,000

Estimated number of employees set to retire across the industry in the next 10 years

90,000

Estimated number of employees who could leave to find new roles

20%

Our sectors workforce being predicted to retire in the next 10 years

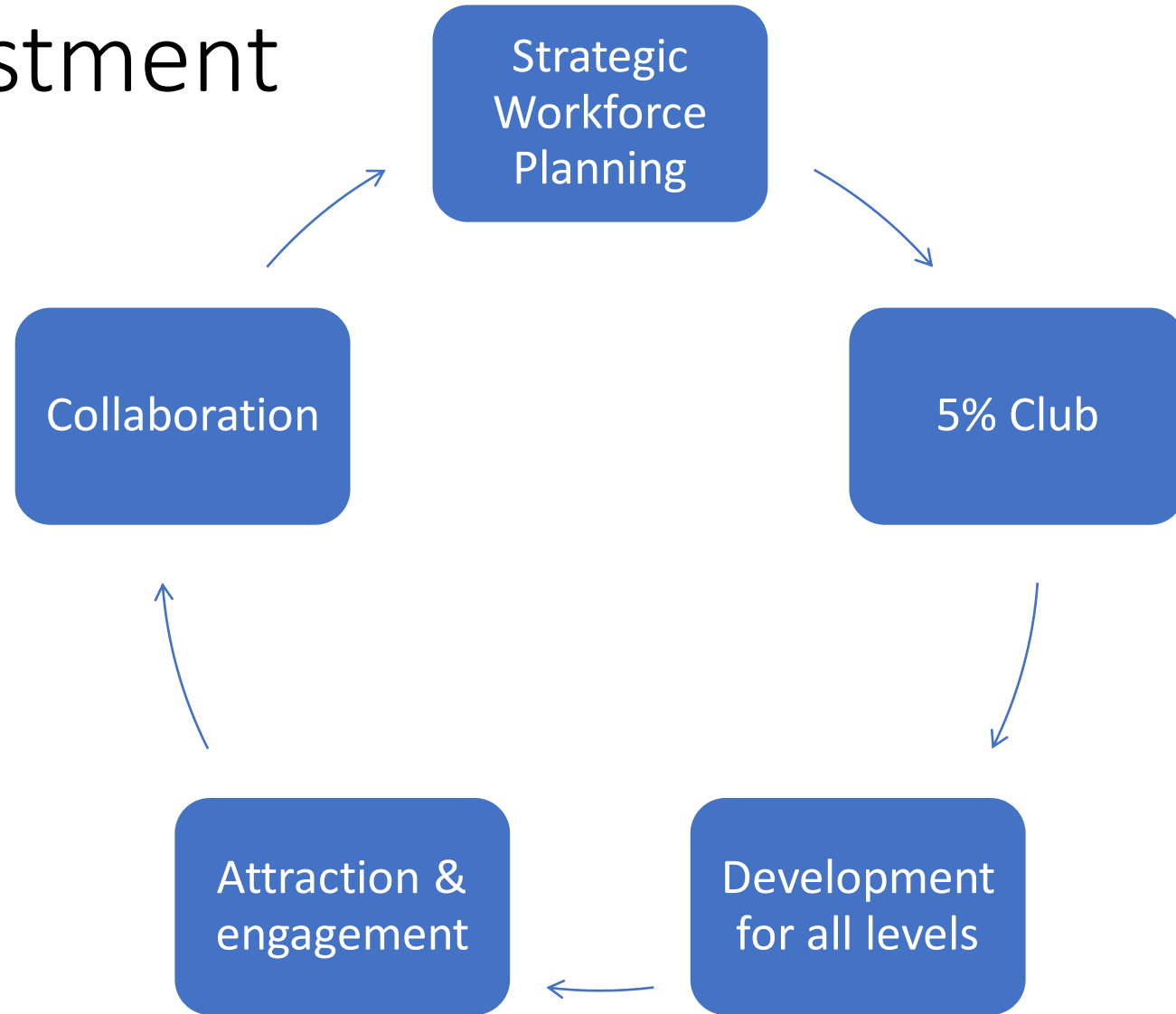
221,000

Estimated number of recruits would need to be sourced across industry in the next 10 years

1%

The percentage of people leaving education who choose to work in the energy & utilities sector

# Our Investment





# Early Careers in SSEN Transmission

Apprentice Linesperson and Fitters	3 years	Studying towards a City and Guilds Electrical Power Engineering Distribution and Transmission qualification
Trainee Engineers	4 years	Studying towards a HNC and DipHE in Energy Engineering at UHI
Graduate Apprentice – Trainee Site Construction Manager	4 years	Studying towards a BSc (Hons) Construction and the Built Environment
Trainee Project Manager	2 years	Level 4 qualification in Project Management
HVDC Industry Year Placement	1 year	Run with UHI and HVDC as students progress from the 3rd year of their degree
HVDC Doctorate Sponsorship	3 years	Student spends 30% of their time working on Transmission research and projects
Power Academy	12 weeks	Summer placement and sponsorship in partner with the IET
Summer Placement Programme	12 weeks	Engineering, IT, Business and Project Management internships for students studying a degree
Graduate Programme	2 years	Engineering, Land & Consents, IT, Project Management, Business & Commercial, Procurement and Regulation specific programmes with rotational placements
STEM Returners Programme	12 weeks	Aimed specifically at those wishing to go back into STEM after a break of any length

# Our opportunity to do more

## Understanding the next generation

- Continued, early engagement with schools and other education providers to better understand the talent of the future & how we best engage and share career opportunities

## Collaboration across industry & education

- Working with other companies across the supply chain to ensure we create opportunities & collectively attract people to the sector
- Working with government to ensure we collaborate with education, linking opportunities with academia with particular focus on STEM subjects

## Doing well by doing good

- We are always open to any other thoughts or suggestions....

Any questions, ideas or feedback will be gratefully received & we will be here after to discuss

Thank you

