



# Delivering Impact on the Skills and Capacity Challenge

All-Energy, 11<sup>th</sup> May 2023

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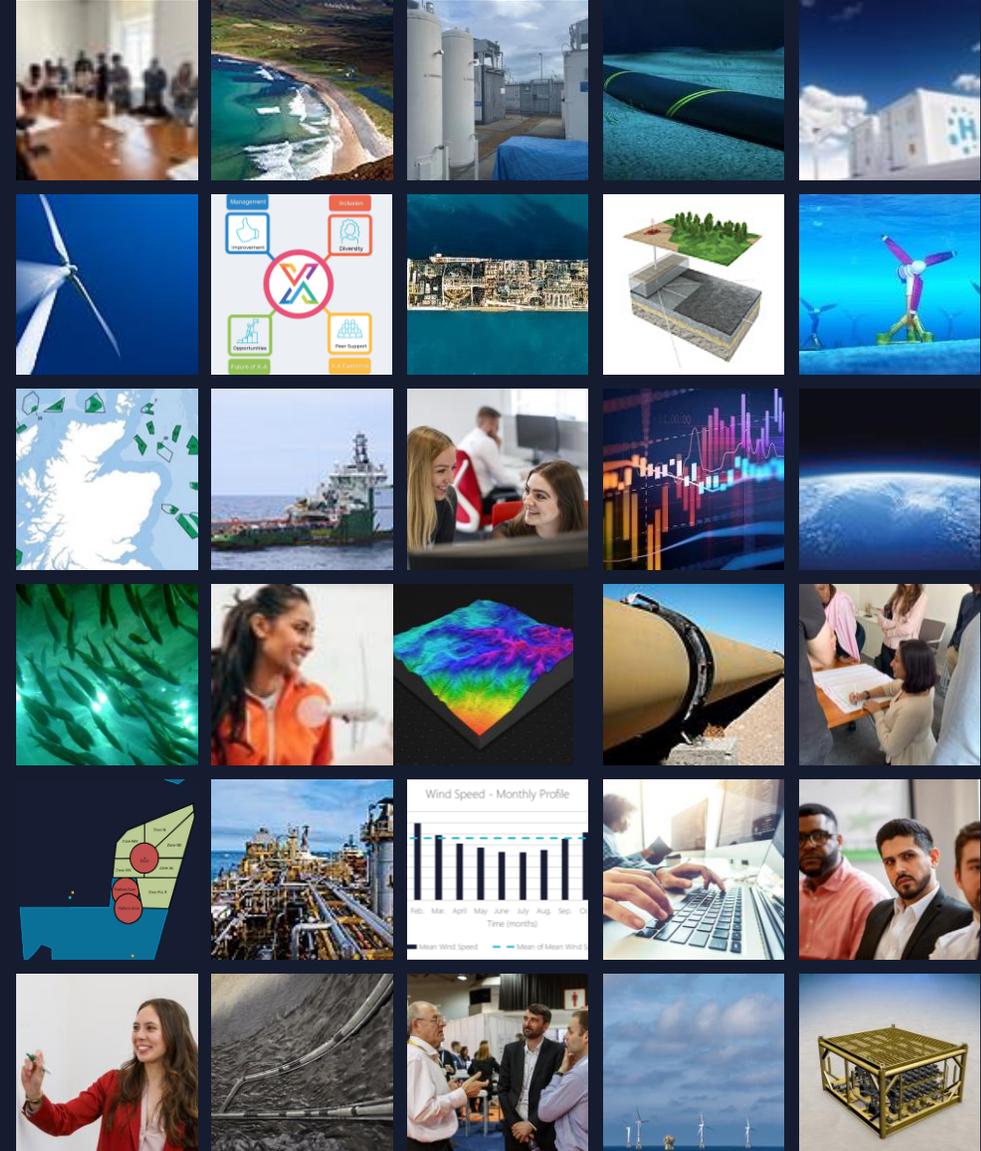
# X-Academy wants to address three energy sector needs

1. Create scale
2. Create opportunities
3. Harness resources and activities



# Jobs, Professionals, Projects, Pathways

- X-Academy
- Creates jobs, fills them, trains people on the job for a maximum of 23 months
- At the end of the programme or earlier those people (“Xccelerators”) transfer into permanent positions within the energy industry
- Working across key sectors (Renewables, H<sub>2</sub>, Decarbonising, Decommissioning)



**1**

**YEAR OF  
X-ACADEMY**

**2**

**INDUSTRY  
PARTNERS**

**6**

**SECONDMENT  
ORGANISATIONS**

**3**

**XODUS  
SECONDMENTS**

**25**

**PROJECTS**

**3**

**INDUSTRY  
AWARD WINS**

**50/50**

**GENDER  
BALANCE**

**20**

**INDUSTRY  
EVENTS**

**1**

**INTERNATIONAL  
EXPANSION**

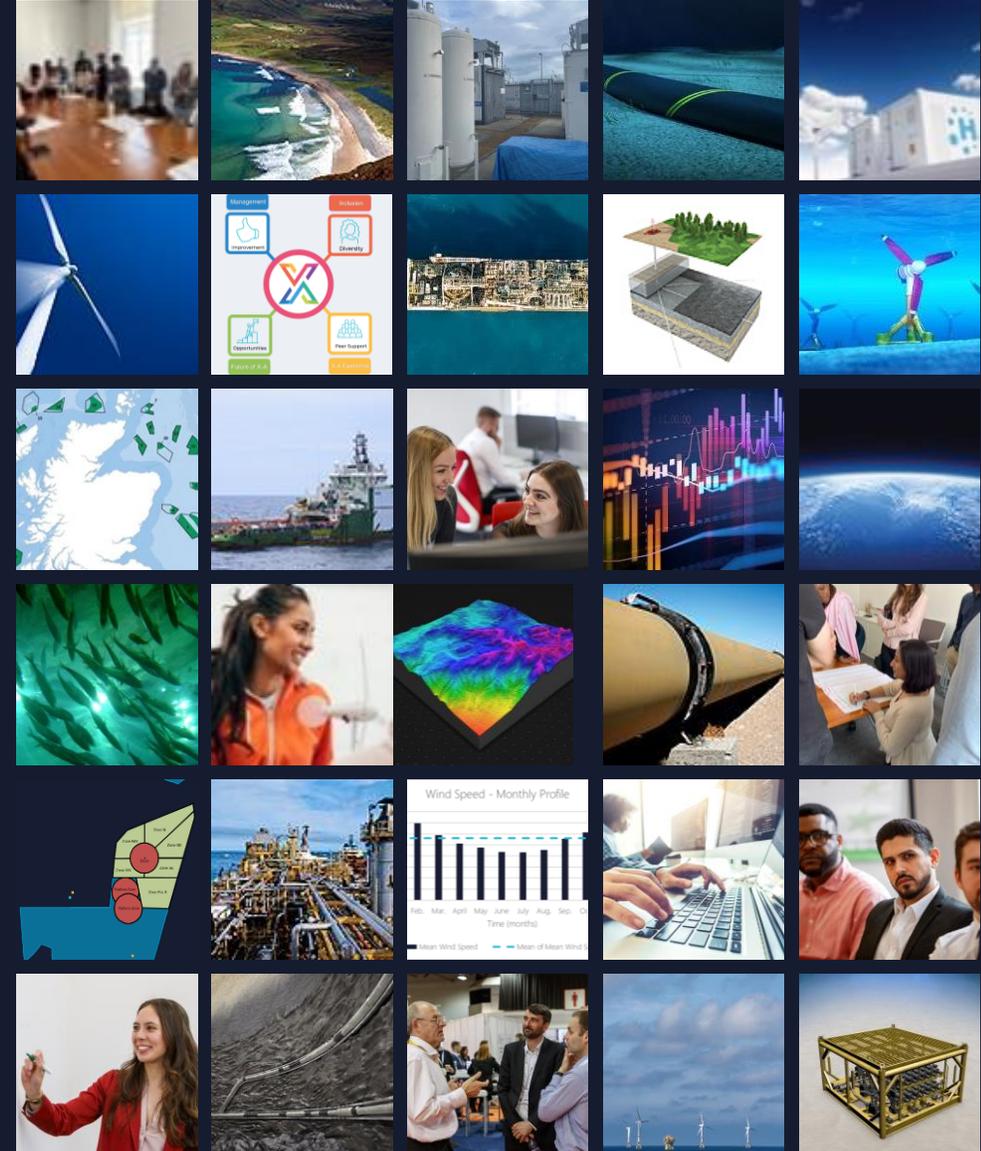


# Types of Projects



# Can you be a partner on our growth?

- We had a highly successful pilot year. The need is there.
- We want to grow and be more impactful via:
  - Long term partnership and funding
  - Short to mid term partnerships
  - Securing industry mandates for professional development
- Let's work together





# ADDITIONAL INFO



# One Mission

We will deliver the skills needed for the energy transition, globally.

## Professionals

By 2030, we will develop the capabilities of 1000s of professionals working across the energy sector worldwide

## Projects

By 2030, we will create over 50 projects which deliver value to communities and are underpinned by the UN Sustainable Development Goals

## Pathways

By 2030 we will create pathways to over 100,000 skilled jobs in the energy transition



# Development Framework

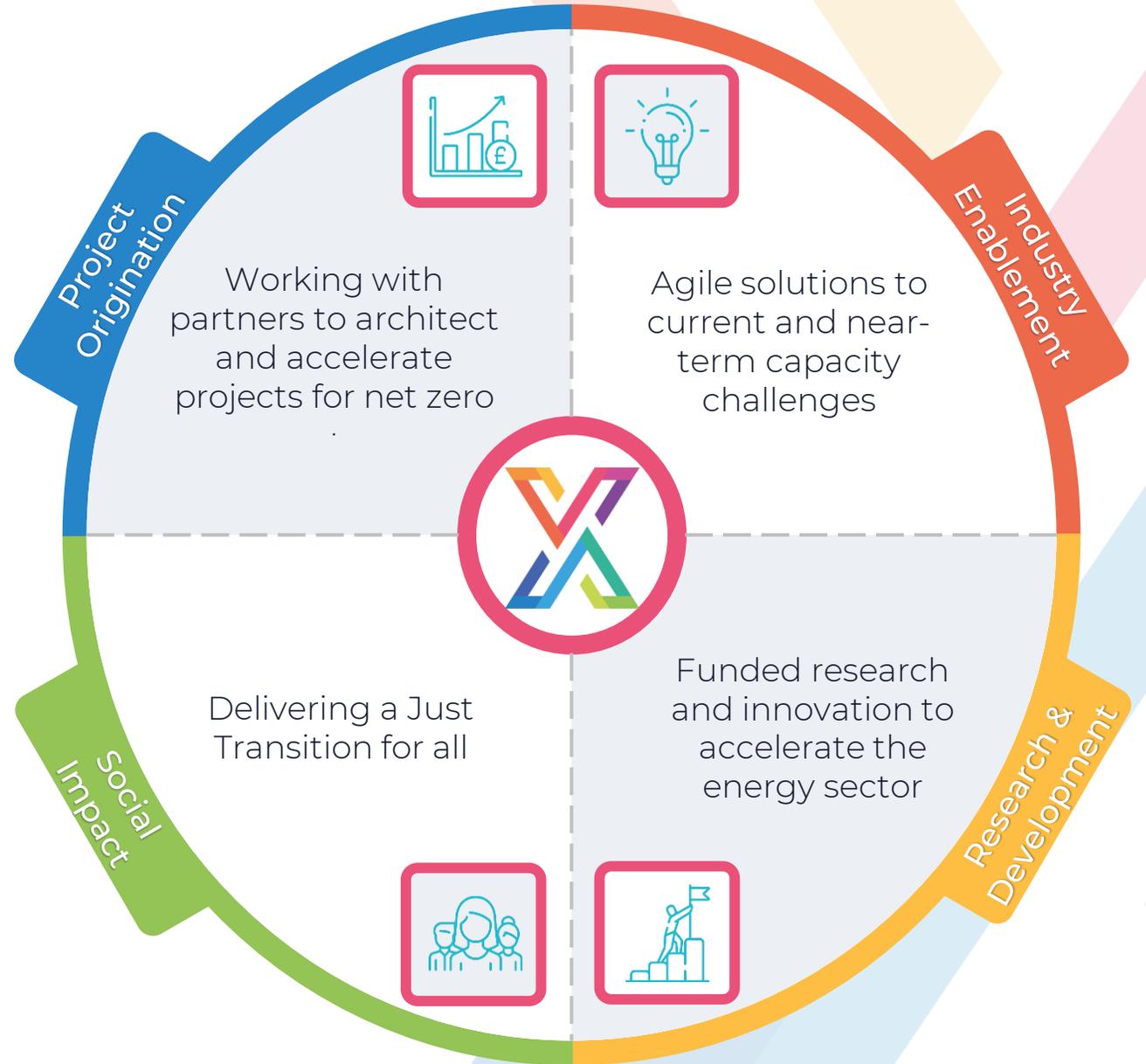
X-Academy develops Xccelerators along three sets of aspects: Behavioural, Professional and Technical. Various styles of delivery will be used, following the "3E" approach (Experience, Exposure and Education)

| Aspect              | Q1  | Q2   | Q3  | Q4  | Q5                                | Q6   | Q7 | Q8 |
|---------------------|---|--|---|---|-----------------------------------|--|----|----|
| <b>Behavioural</b>  | Onboarding and setting expectations   | Xccelerating Personal Impact:<br>- 2 x Offsites<br>- 4 x Personal Coaching Session   |   | Xpanding Leadership Potential<br>- Workshops<br>- 3 x Group coaching sessions |                                   |  |    |    |
| <b>Professional</b> | - Commercial Awareness<br>- Report Writing<br>- Presentation Skills<br>- Networking | APM Fundamentals<br><br>Contract Awareness   | Consultancy Skills  |   | APM Qualification (as applicable) | Transition2Work<br>- Job signposting<br>- LinkedIn<br>- CV review / tailoring<br>- Story telling |    |    |
| <b>Technical</b>    | - Research<br>- Analysis  | - Innovation   | - Long-term projects – X-Academy originated projects<br>- Long-term consulting – Xodus<br>- Short-term consulting – Xodus<br>- Internal / External Placements<br>- Evolving Project Roles |   |                                   |  |    |    |
|                     |   | - Conferences / Events<br>- Development Frameworks (ALL: Understanding Climate Change, Emissions, Renewables, Economic Modelling; On Demand: Decommissioning and Repurposing, Petroleum Engineering, Wind, Hydrogen) |   |   |                                   |  |    |    |



# Xcceleration Hubs

This is how we organise our activities, create opportunities for new entrant professionals and deliver the outcomes our customers require.



WE SUPPORT

