



Career Pathways – Young People in Street Works

Adam Butler

Reinstatement Manager for Electricity North West

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Introduction

- Worked in a Street Works capacity for 9 years
- Started as a Trainee Inspector at Salford City Council
- Moved to the dark side (or light) as an Auditor for Electricity North West, moving through to Compliance Officer and now Reinstatement Manager
- Sit on The Safety Code Working Group, working to refresh the current edition of the code.



The “Youth Gap”

We need to work together to highlight the **highways and utilities** sector to younger people



Only 8% of the sector is aged 24 or under

Only 14% of schoolgirls are aware of our industry

Only 23% of schoolboys are aware of our industry



Challenges

- We often stand as a critical but overlooked pillar in the modern world.
- Our sector will require over 221,000 skilled & professional workers over the next 10 years.
- Attracting & retaining more young people is key to future proof our workforce and drive innovation.
- The challenge is more acute as the drive for electric vehicles, superfast broadband, hydrogen, better roads and newer sewers increases.



What can you do to help?

- **Raise awareness of our innovations** – we're often viewed as a traditional industry, but this is far from the case.
- **Highlight our impact** – the critical role we play in sustainability and combating climate change is overlooked and not widely recognised.
- **Provide clear pathways** – clear advancement paths can attract those looking for long-term careers.
- **Adapt to new workforce preferences** - everyone's work life/balance has changed since the pandemic. Recognise the working preferences of younger people.





I think it's a cool job. I think I've got the best job out of any of my mates, definitely.

