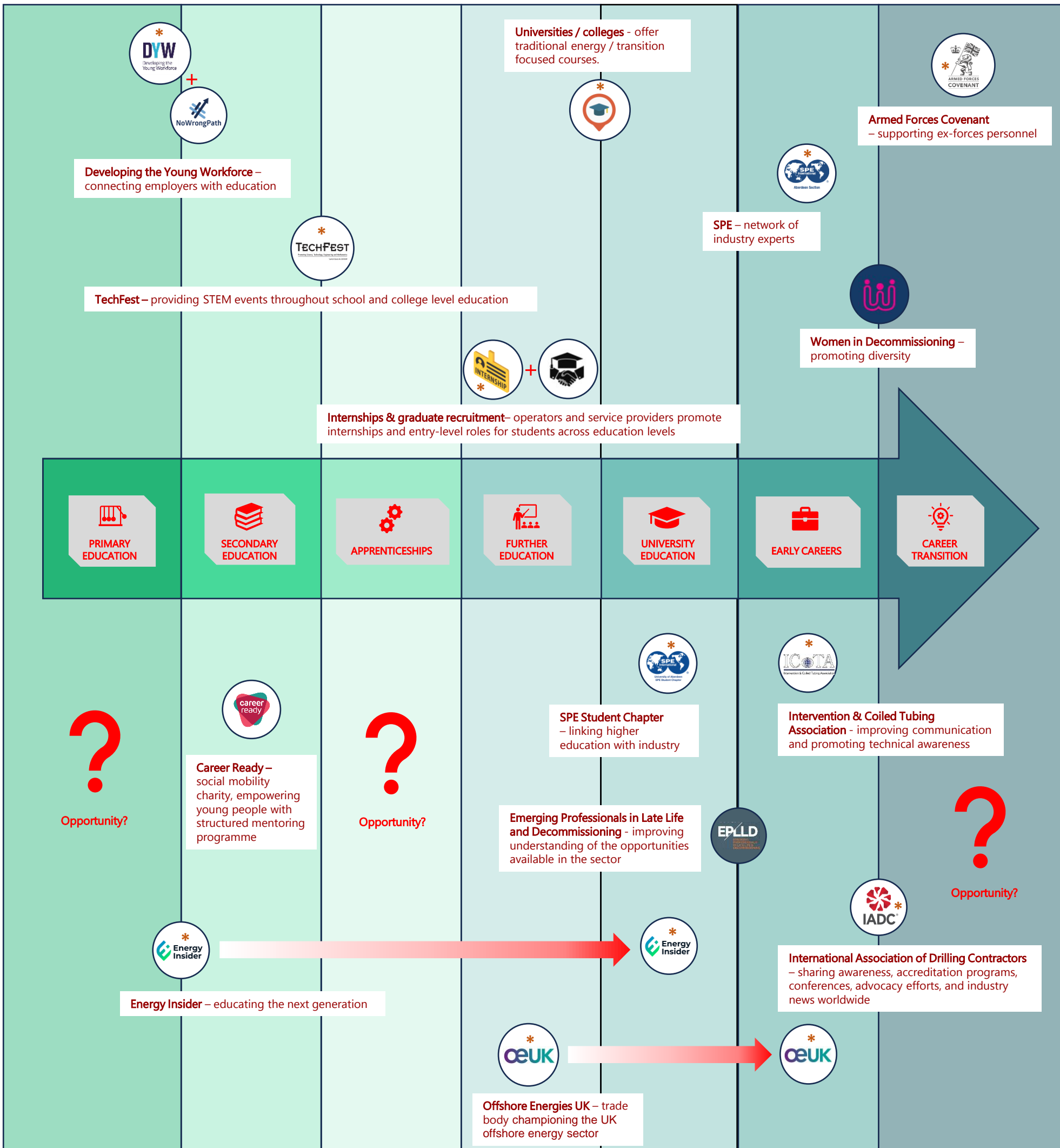


# Well Decommissioning Career Initiatives in NE Scotland

The Well Decommissioning Steering Group (part of the Wells Task Force) has compiled an infographic detailing various organisations and initiatives addressing skills attraction, retention and development relating to the well decommissioning sector. It aims to highlight areas where sharing of knowledge (using existing or potential vehicles) could be beneficial, along with identifying areas where more engagement may be required.



\*Indicates opportunity for further engagement from the wider Wells Task Force steering groups, as these are not Decom-specific.

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	Relevant email addresses and regions.	Main aims of organisations / initiatives.	Opportunities for the wider well decommissioning community to offer career / experience support.	Actions the WDSG could take to support initiatives.
	Contact Details	Objective / Focus Areas	How can the Well Decom community help?	Possible Well Decom Steer Group Actions
<b>Shell: Girls in Energy</b>	<a href="mailto:schools@nescol.ac.uk">schools@nescol.ac.uk</a> NE and Fife	A one-year course that is designed to open young women's eyes to the energy industry's wealth of career opportunities.	Provide career visibility through presenting well decom content to pupils involved in the initiative.	Enquire with initiative organisers to assess if well decommissioning content can be presented.
<b>Developing the Young Workforce</b>	<a href="mailto:info@dyw.org.uk">info@dyw.org.uk</a> Scotland-wide	Employers can provide opportunities to help develop skills for work. NWP is a social media movement providing reassurance to students receiving results.	Potentially facilitating company / site visits. Sharing early career opportunities with DYW.	Offering insights from involved personnel who haven't taken a traditional education/career route.
<b>Energy Insider</b>	<a href="mailto:contact@energyinsiderhub.com">contact@energyinsiderhub.com</a> UK Energy Sector-wide	Engage with energy industry organisations to create content about jobs, services and technology available.	Participate and publicise by taking part in Netflix-style video content sharing jobs, services and technology in well decom.	Work with EI to produce content specific to careers in well decommissioning.
<b>Academic Institutions</b>	<a href="mailto:employers@uhi.ac.uk">employers@uhi.ac.uk</a> For example – UHIs employer contact email.	Institutions such as The University of the Highlands and Islands and Northeast Scotland College offer courses relevant to the sector.	Reach out to FE/HE establishments to offer webinar / tutorial content as part of courses.	Offer support to FE/HE institutions directly.
<b>Career Ready</b>	<a href="mailto:Erica.Taylor@careerready.org.uk">Erica.Taylor@careerready.org.uk</a> Regional Manager, Aberdeenshire	18-month social mobility focused program supporting secondary school students. Provides students with visibility on various career pathways and helps to develop skills for career success..	Offer mentoring support. Host workplace visits. Provide career visibility through presenting wells content and career stories to students involved in the initiative	Offer insights from involved personnel. Share career infographic through CR to participating students in Year 2 as part of Career Pathways stage (around Aug-Sep time).
<b>TechFest</b>	<a href="mailto:enquiries@techfest.org.uk">enquiries@techfest.org.uk</a> UK-wide	Encourage early years settings, schools and colleges to engage with STEM.	Encourage member organisations to become employer partners / volunteers.	Volunteer at a TechFest event.
<b>Internships/Graduate Recruitment</b>	UK-wide	Increasing visibility of the well decom sector as viable career opportunity by offering entry level opportunities for students/early careers.	Encourage member organisations to offer entry level roles.	Encourage member organisations to offer entry level roles.
<b>Offshore Energies UK</b>	<a href="mailto:info@oeuk.org.uk">info@oeuk.org.uk</a> UK Energy Sector-wide	Multiple sector recruitment drives as well as the OEUK Decom Careers Roadshow -support the industry in attracting and retaining talent.	Contribute knowledge to events through sitting on the panel.	Ensure WDSG organisations contribute to career initiatives.
<b>Emerging Professionals in Late Life and Decommissioning</b>	<a href="mailto:emerging_professionals@decomnorthsea.com">emerging_professionals@decomnorthsea.com</a> UK Energy Sector-wide	Aimed at supporting the career development of people moving into late life and decommissioning - fostering future talent in the sector.	Support the EPLLD by providing guest speakers, hosting of events etc.	Contribute to future webinars etc. with well decommissioning angle.
<b>SPE Student Chapter</b>	<a href="mailto:aberdeen.manager@spe-uk.org">aberdeen.manager@spe-uk.org</a> UK Energy Sector-wide	Provide an operating framework for society activities at a university level.	Offering up resource and engaging P&A content to support events.	Reach out to FE/HE establishments in partnership with the SPE Student Chapter to offer webinar / tutorial content as part of courses.
<b>Intervention and Coiled Tubing Association</b>	<a href="mailto:ababin@icota.com">ababin@icota.com</a> International	Support, communicate and promote rapid technological advances within the well intervention industry. Promotes safety, training, competency etc.	Offer webinar / tutorial content, event hosting, event speakers, young professionals network etc.	Enquire on possibility of holding a well-decom focused lunch and learn session etc.
<b>SPE Aberdeen Section</b>	<a href="mailto:aberdeen.manager@spe-uk.org">aberdeen.manager@spe-uk.org</a> International	Key resource for technical knowledge - providing opportunities to exchange information at in-person and online events, courses and publications.	Support / engage in committee events to provide Well Decommissioning sector visibility.	Support / engage in committee events to provide Well Decommissioning sector visibility.
<b>Women in Decommissioning</b>	<a href="mailto:WomenInDecom@outlook.com">WomenInDecom@outlook.com</a> UK Energy Sector-wide	Promote diversity by raising the profile of women in decommissioning - support structure through networking, mentorship and growth opportunities.	Assist in establishment of this new group by hosting events etc.	Potential to host a WDSG x Women in Decommissioning collaborative event.
<b>International Association of Drilling Contractors</b>	<a href="mailto:rochelle.sanders@iadc.org">rochelle.sanders@iadc.org</a> International	Non-profit trade association that is the global leader in advancing the drilling industry.	Engage with IADC to ensure any career or development opportunities they are involved in are made visible.	Keep IADC advised on specific WDSG focus areas and look for their input on career initiatives.
<b>Engineering Institutes</b>	UK Energy Sector-wide	Professional communities providing access to networking opportunities, knowledge resources and professional recognition opportunities.	Members of institutions could offer to talk at events on well decom to share knowledge and career opportunities.	WDSG to contact different institutes to establish contacts and identify any suitable events to support.
<b>Armed Forces Covenant</b>	<a href="mailto:employerrelations@rfca.od.uk">employerrelations@rfca.od.uk</a> UK Energy Sector-wide	Aims to ensure that Service Personnel, their dependents and veterans are not disadvantaged in the provision of goods and services, specifically in employment.	Companies should be aware and consider how they may support this community with employment opportunities.	Could leverage existing contact made by Well-Safe and highlight this to other Well Decom companies.