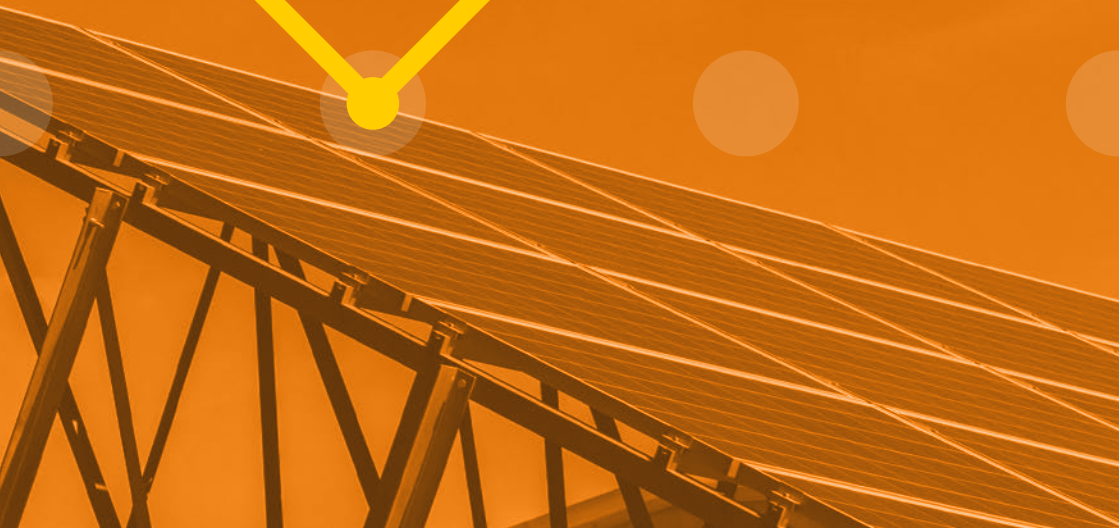
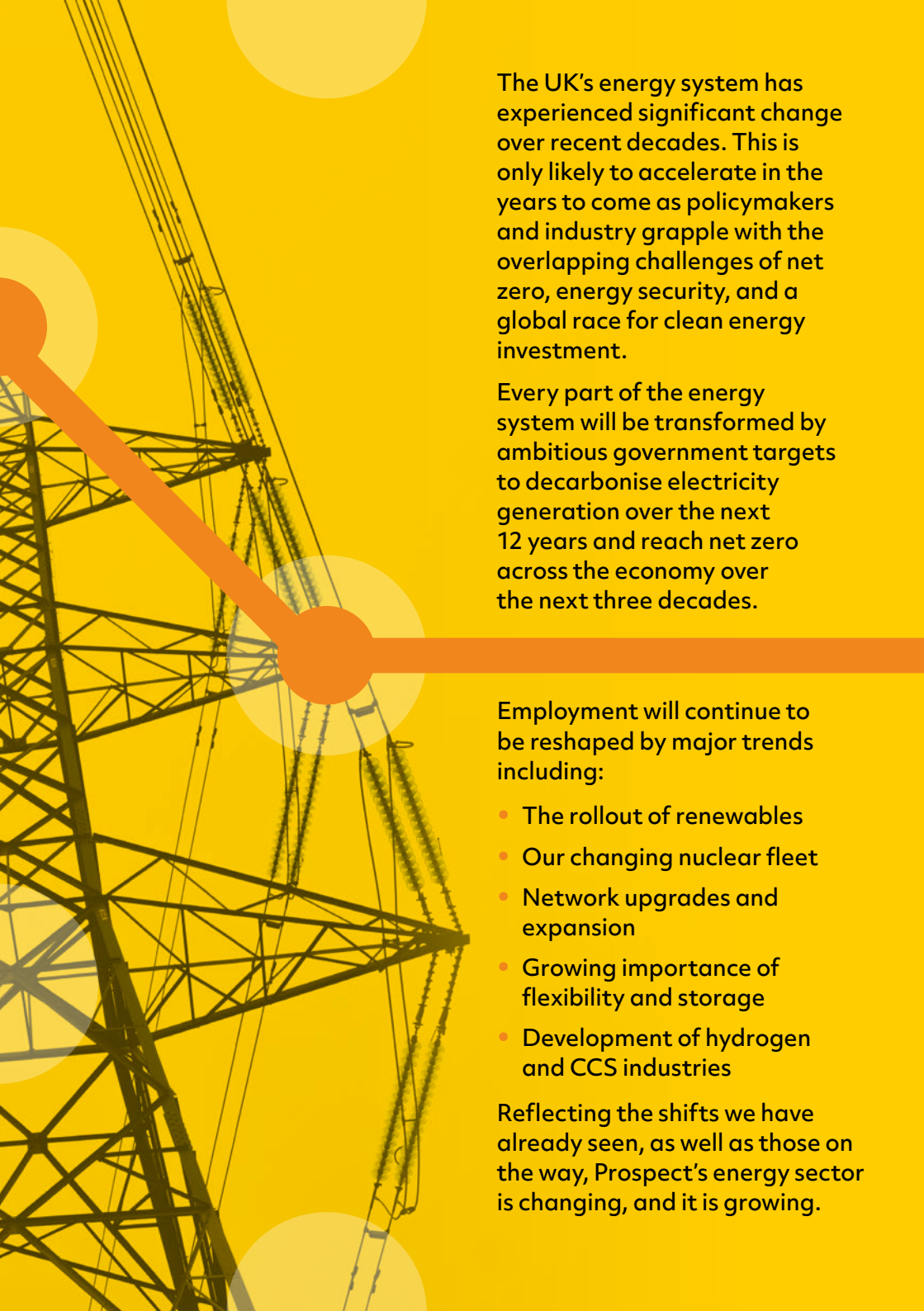


The background of the entire page is a solid orange color. Overlaid on this background is a yellow line graph with several circular markers. The line starts at the bottom left, goes up to the right, then down to the left, and finally up to the right. There are also several semi-transparent orange circles scattered across the background.

Growing Prospect

in the energy sector






The UK's energy system has experienced significant change over recent decades. This is only likely to accelerate in the years to come as policymakers and industry grapple with the overlapping challenges of net zero, energy security, and a global race for clean energy investment.

Every part of the energy system will be transformed by ambitious government targets to decarbonise electricity generation over the next 12 years and reach net zero across the economy over the next three decades.

Employment will continue to be reshaped by major trends including:

- The rollout of renewables
- Our changing nuclear fleet
- Network upgrades and expansion
- Growing importance of flexibility and storage
- Development of hydrogen and CCS industries

Reflecting the shifts we have already seen, as well as those on the way, Prospect's energy sector is changing, and it is growing.



A leading energy union

2022 saw annual net growth of 773 working members in our energy sector – a fantastic outcome and tribute to the hard work of lay representatives and full-time officers. And in the first quarter of 2023, net membership increased by 413. We now represent more than 22,500 people working in energy generation, transmission, distribution, and research roles across the public and private sectors.

However, we must not be complacent. As outlined below, the sector faces significant industrial and economic challenges and, despite warm words from politicians, still lacks a coherent long-term sustainable energy policy and implementation plan.

Prospect's energy members want to play their part in building a reliable, affordable, and decarbonised energy system that supports good jobs in all parts of the UK.

The sector's policy agenda is set out in our new publication *'Delivering clean power – a mission for the energy system'*. This is the agenda on which we will seek to influence politicians and industry partners.

By campaigning on the issues that matter to energy sector workers, we will also demonstrate our relevance and value to potential members.

Enhancing sector identity

Another feature of the changing energy landscape, bolstered by the competition for technical and key skills and the erosion of defined benefit pension schemes, is increased willingness to move between employers. For many, this has become a routine and regular part of their career pathway. Yet, many members still identify Prospect only with their current employer, rather than as a portable resource. **We will therefore work to build greater sectoral identification, inclusive of language, workplace themes and campaigning issues.**



Our approach

We have three broad target areas:

1. Strengthening existing branches

Recognising that there are Prospect branches where reps successfully and consistently recruit new members, we also know that there are near-term demographic challenges. Growing our membership gives us increased bargaining power.

We will use our skills supported by a range of tools and training to build resilience and best recruitment practice, enhancing member engagement and participation, succession planning and identifying young activists.

2. Developing our presence in supply chains

We know that in a number of areas, employees in Prospect membership work alongside supply chain contractors. Some supply chain companies have Prospect branches in their own right, but often on a geographically dispersed basis.

There is no tradition of these groups collaborating site-wide, even though they may face common issues. We therefore intend to develop systems of collaboration between existing branches, targeting areas on a pilot basis.

3. New and greenfield opportunities

In 2021 we set ourselves a target of achieving three new recognition agreements, and we achieved it, all in the renewables sector. We know that the next generation of offshore wind will require different groups of workers to spend time offshore, and we have developed knowledge and expertise to support this roll out.

We have also grown significantly in energy from waste companies. There is more work to do in building membership in these and other newer areas, as well as to achieve just transitions for workers, for example in thermal generation. We will work collaboratively to make a real difference in priority target areas.

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