



"OPPORTUNITIES IN RENEWABLE ENERGY" WEBINAR

AUGUST 2020





Chanda Nxumalo
Harmattan Renewables
Managing Director
SAPVIA
Spokesperson

WELCOME

Welcome to the “Opportunities in Renewable Energy” Webinar 2020

OFFICIAL SOCIAL MEDIA HASHTAGS

#oire2020
#buildbackbetter with #womeninenergy
#sapvia #sawea
#energytransformation





You've posted a picture of a strong, independent woman on LinkedIn or Instagram.

What's next?

CHANGE starts with awareness and acknowledgement of a problem.





SAPVIA recognises that our industry is not fully representative when it comes to women, youth and people of colour in the workplace.

We have a number of powerful diverse women at the top of their game, but that is not enough.

SAPVIA and our partner organisations recognise there is more to be done, but we firmly believe it is our actions that will speak louder than any performative content we post online.

So this women's month we are committing to making real changes.

We won't just be celebrating the women already in the renewables industry, we'll be partnering with experts in diversity and inclusion, with a specific focus on women.

And making this a year round discussion – so thank you for joining us for the first step in the journey.





Noma Qase

Department of Minerals and Energy

Director Renewable Energy Initiatives

NOMA QASE

Ms. Qase currently holds the post of Director Renewable Energy Initiatives. She acts as regional coordinator amongst others, for the Energy and Environment Partnership (EEP) which is a programme which promotes renewable energy, energy efficiency, and clean technology investments. In 2001 Nomawethu was a Senior Consultant at Raps consulting and went on to serve as Senior Policy Analyst at National Treasury from 2003 and 2007, with works to ensure that government and corporate policies achieve desired effects and meet minimum levels of efficiency. She holds a Master of Philosophy (M.Phil.), Energy Studies.



GENDER EQUALITY FOR AN INCLUSIVE ENERGY TRANSITION

Renewable energy employs about 32% women, compared to 22% in the energy sector overall. Still, within renewables, women's participation in science, technology, engineering and mathematics (STEM) jobs is far lower than in administrative jobs.

IRENA estimates that the number of jobs in renewables could increase from 10.3 million in 2017 to nearly 29 million in 2050. The ongoing global energy transition offers the chance to create new jobs and reshape all aspects of how energy is produced and distributed.

Renewables offer diverse opportunities along the value chain, requiring different skill sets. But these opportunities should be equally accessible, and the benefits equitably distributed indispensable role women play in the global energy transition, from leadership roles, through to technical installation jobs and technological innovations.

Source: <https://www.irena.org/newsroom/articles/2019/Jan/Gender-equality-for-an-inclusive-energy-transition#:~:text=Women%20represent%2032%25%20of%20workers,in%20global%20lab or%20force%20participation.>





FOR THE AUDIENCE:

If you had the opportunity to have coffee with someone in the industry, what one question would you ask them?



PANELISTS



Hulisani Neswiswi
Trilemma Impact
Investments & Solar Swop
CEO



Karen de Bruyn
WE Connect
Co-Founder
G7 Renewable Energies
Head of Development



Lindsay Tassell
EDF Renewables
Head of Project
Implementation



Mamoso May
Dorper Wind Farm
CEO



Mercia Grimbeek
Enertrag AG
Head of Project
Development



Ntombifuthi Ntuli
SAWEA
CEO



Rentia van Tonder
Standard Bank Group_
Head: Renewable Energy,
Power & Infrastructure





PLEASE INTRODUCE YOURSELF





Karen de Bruyn
WE Connect
Co-Founder
G7 Renewable Energies
Head of Development

A LOCAL DEVELOPER'S PERSPECTIVE

1. What led you to start We-Connect?
2. How do participants join and access?





Mercia Grimbeek
Enertrag AG
*Head of Project
Development*

PERSPECTIVE FROM AN INTERNATIONAL DEVELOPER

1. How are they upskilling local people?
2. What can international companies improve diversity and inclusion in a local context?





Ntombifuthi Ntuli
SAWEA
CEO

INDUSTRY ASSOCIATION PERSPECTIVE

1. What are you doing and how as an industry association can people get involved?
2. Consulting & research – What opportunities are there in that space?





Mamoso May
Dorper Wind Farm
CEO

OPERATIONAL PERSPECTIVE

1. Do you need to be an engineer?
2. What does the landscape look like from an operational viewpoint? Both for careers and for suppliers?





Rentia van Tonder
Standard Bank Group
*Head: Renewable Energy, Power
& Infrastructure*

LENDERS PERSPECTIVE

1. How does the bank look at the sector and approach risk?
2. What opportunities do you see coming through for investors and suppliers?
3. What would you advise attendees to focus on?





Lindsay Tassell
EDF Renewables
Head of Project Implementation

ENGINEERS PERSPECTIVE

1. What is it like being a woman in construction?
2. What is EDF doing as an international player to support diversity?
3. How can people participate in the construction phase, both as individuals and as businesses?





Hulisani Neswiswi
Trilemma Impact Investments
Solar Swop
CEO

SMALL SCALE EMBEDDED GENERATION PERSPECTIVE

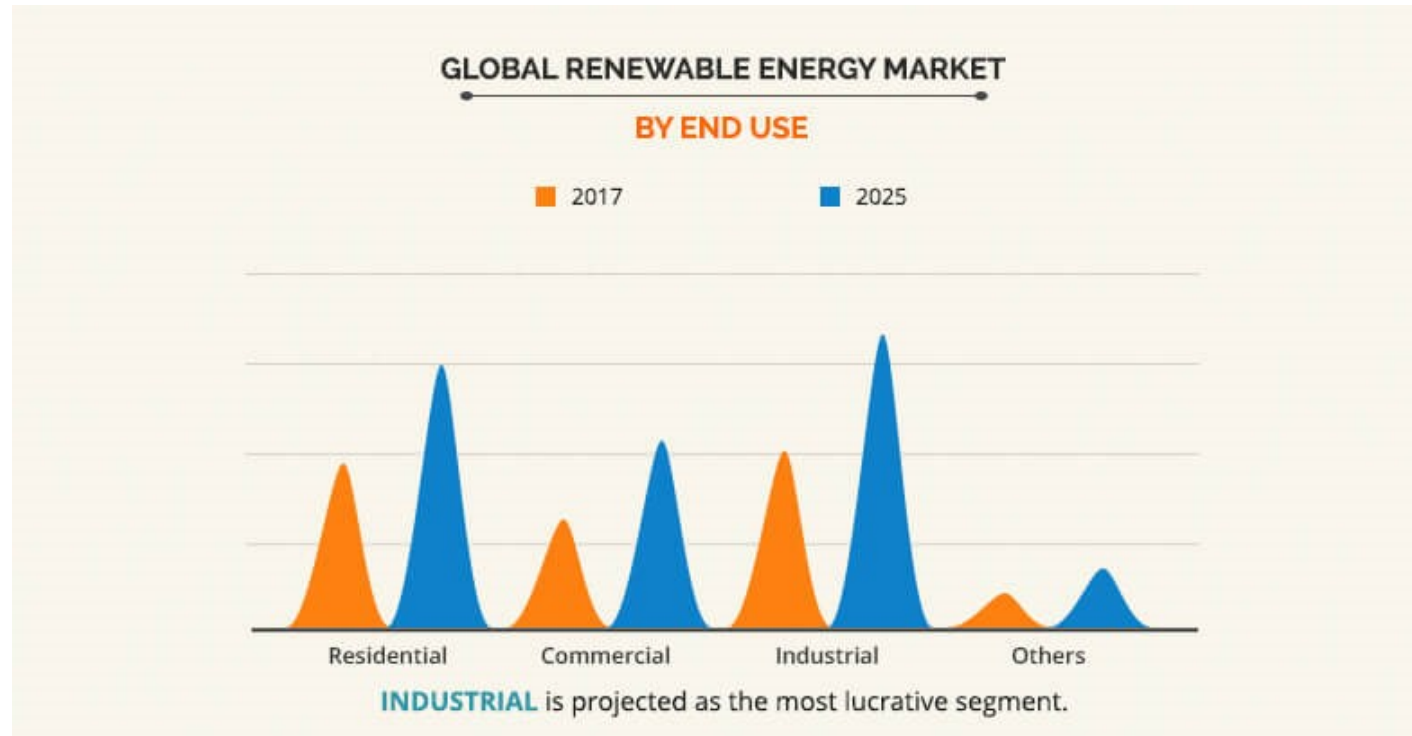
1. How is the SSEG sector different from the utility scale sector?
2. What opportunities do you see?



SSEG OPPORTUNITIES



Hulisani Neswiswi
Trilemma Impact Investments
Solar Swop
CEO



RE estimated \$1,512.3 Trillion global market size in the next 5 years of which

1. Solar energy segment is expected to grow at the highest growth rate during the forecast period.
2. The residential market being the second largest consumers
3. The growth being driven by both pull (demand from property owners) and push (drive from utilities providers) factors





Hulisani Neswiswi
Trilemma Impact Investments
Solar Swop
CEO

APPROACH TO SSEG OPPORTUNITIES

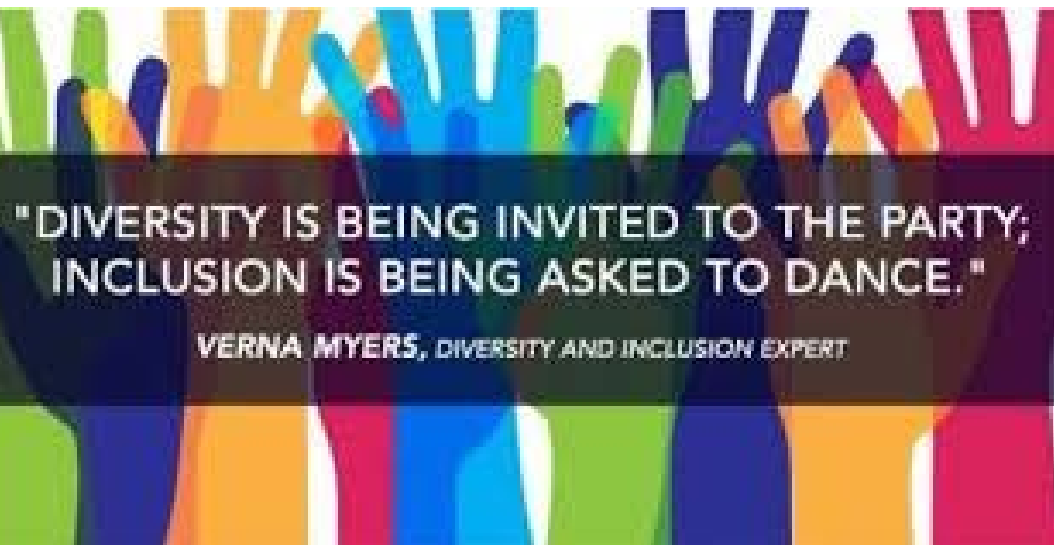
Skills Driven Approach with an application/specialisation in RE

Highest Earning Career Paths:

- Engineering
- Finance
- Construction/Installation
- Software
- Plant Operations
- Training and Development







QUESTION:

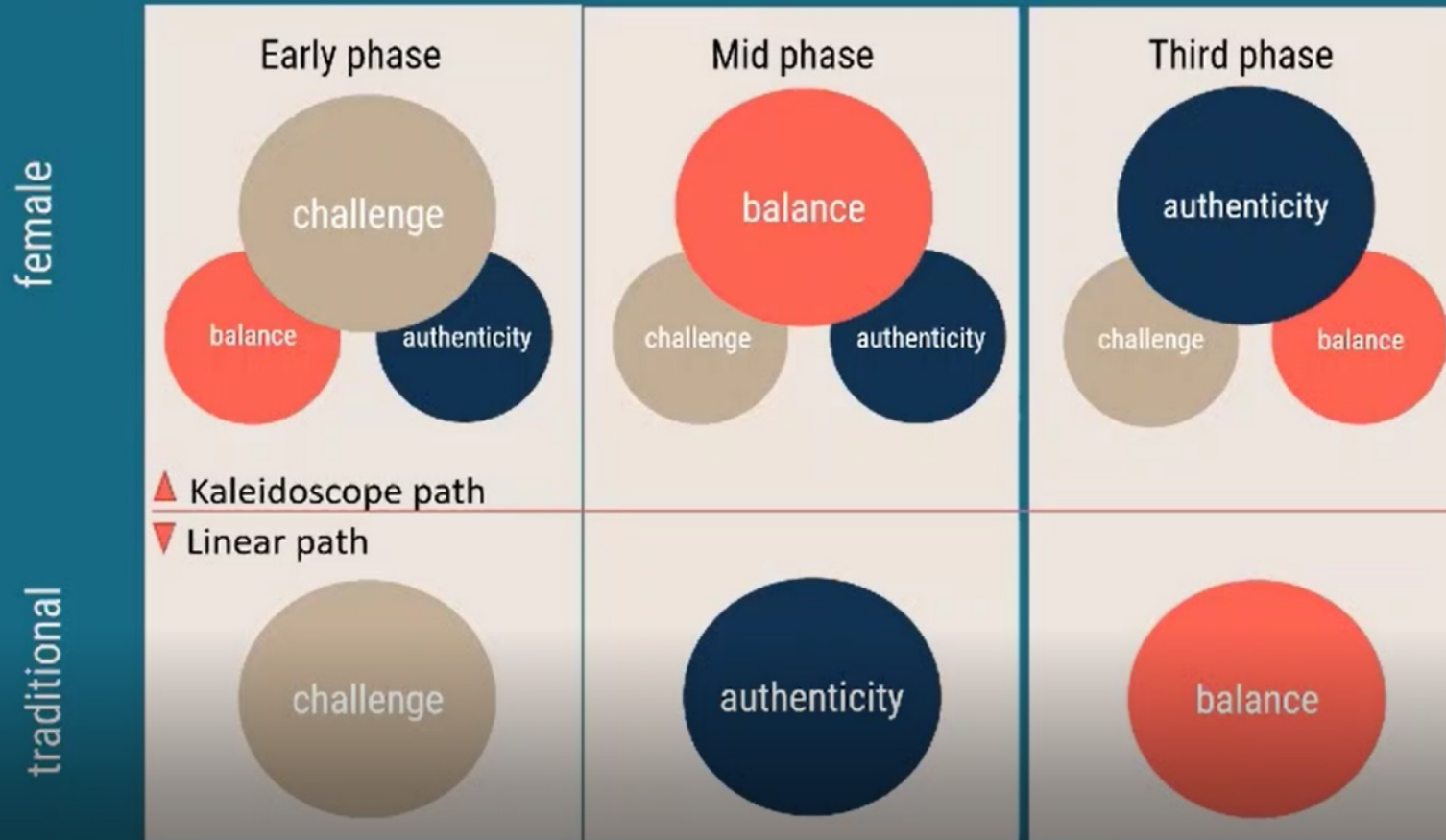
So you've hired a woman...now what?

How do we get buy in from male managers and senior individuals to promote diversity and inclusion not only during the hiring process...but through an individuals career?

1. How are we addressing issue with pay gaps?
2. Representation in senior management and executive roles?
3. Job satisfaction and access to opportunities?
4. Room for growth an industry founded on the very principle that there is a better way forward?

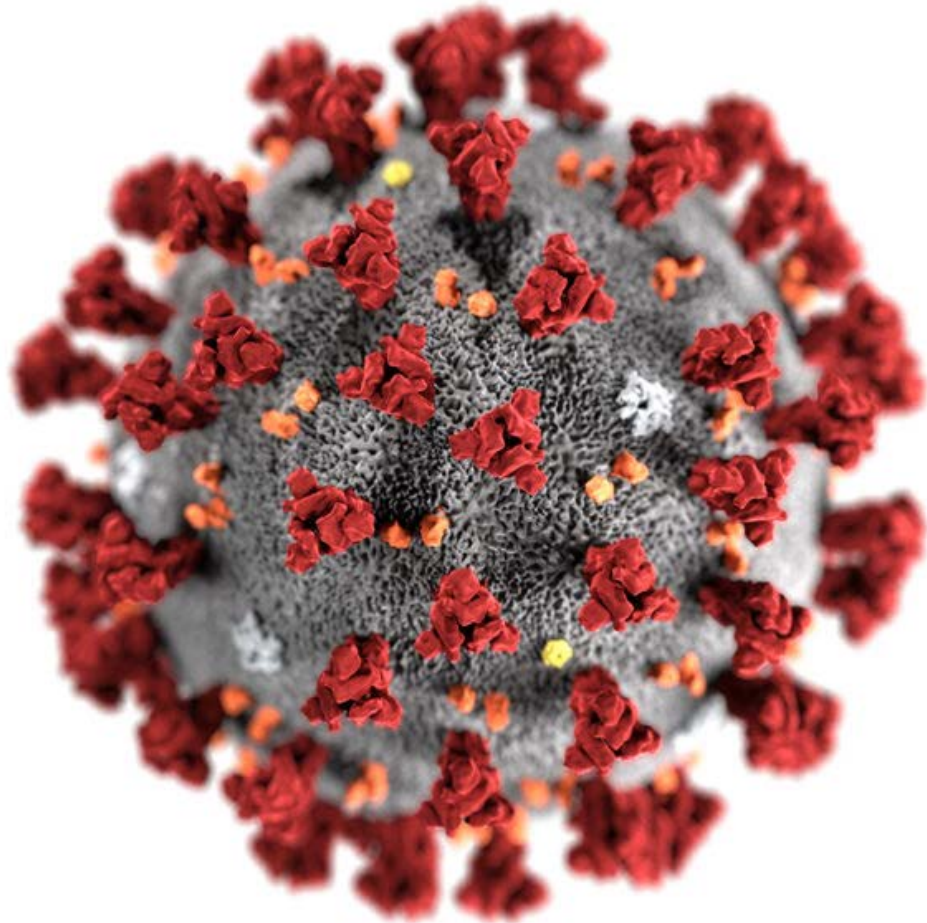


Career Development: gender differences



Kaleidoscope Career Model: Mainiero and Sullivan 2006/7





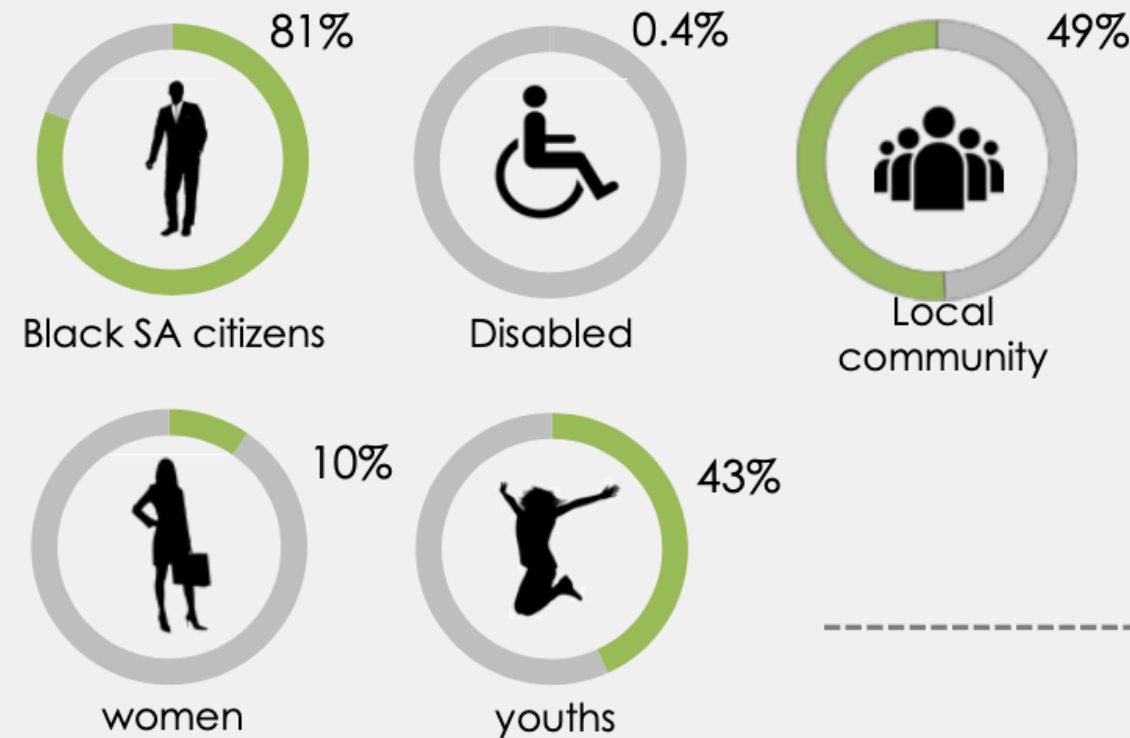
QUESTION:

How has COVID-19 changed things?



Employment equity share of persons employed in construction

(% job years vs total) (active projects)¹





QUESTION:

If you had the opportunity, what advice would you give to your younger self when you had just entered the renewables industry?





Danielle Harding
ED Platform
Senior Consultant

DEVELOPING RENEWABLE ENERGY SUPPLY CHAINS





Economic Development Advisors to the Renewable Energy Sector



edplatform.com





BEYOND COMPLIANCE



LABOUR PRODUCTIVITY



**PHYSICAL
CAPITAL**

**INTELLECTUAL
CAPITAL**

**HUMAN
CAPITAL**



BEYOND COMPLIANCE





 Suite 9, 1st Floor,
Katherine & West,
114 West Street,
Gauteng, 2196

 **(+27) 011 268 0179**

 **info@edplatform.com**

 **www.edplatform.com**

 **EDPlatform**





HOW DO WE DRIVE EFFECTIVE CHANGE?



Fix another Queens crown without
telling the world it was crooked👑



WHEN **WE** HELP EACH OTHER, WE BOTH **WIN**

WHEN WE WORK **TOGETHER**, WE CAN DO MORE AND **GO FURTHER**





“DEVELOPING DEVELOPERS” WEBINARS

Every month should be women’s month and we are committed to **uplifting**, **empowering** and **supporting** women, youth and black people to avail of the great opportunities in the sector.

That’s why we are launching the “**Developing Developers**” webinar series.
Partnering with experts in their fields we will be unpacking renewable energy projects, how they work, what you need to know and how to get involved!



DEVELOPING DEVELOPERS

WEBINAR 1

Understanding the REIPPPP RFP

WEBINAR 2

Fundamentals of RE Project Development

WEBINAR 3

The Legal Outlook: Contracts and Agreement

WEBINAR 4

The Financial Outlook: Bankability to Financial Close

WEBINAR 5

The Socio-Economic Impact

WEBINAR 6

Commissioning Projects: Engineering Procurement Construction

WEBINAR 7

Operating Projects: Operations & Maintenance and Asset Management



THANK YOU

To find out more on how you can get involved in our “Developing Developers” webinar series, please contact us on:

marketing@sapvia.co.za





Melissa Bender
Messe Frankfurt
Head of Marketing

