HEA

Proud History – Bright Future

Next Generation Project - Working Group Update

- Initial Meeting held by Teams on Friday 9 June 2023
- Second Meeting held on Thursday 6 July 2023

Huge thanks to Holophane Europe Ltd for hosting us at Milton Keynes.

Group Members:

- Richard Jackson – Vice President HEA – Director DFL – Lead For Next Gen Working Group
- Glen Warner – President HEA & Technical Director Ringway
- Hayley Whittaker – Sales Manager UK & Ireland - Street, Highway & Connected Lighting Holophane Europe – Support Lead - Next Gen Working Group
- Matt Bullars – Head of Technical Fabrikat
- Victoria Pearce – Contracts Manager CU Phosco Lighting
- Amparo Ferri – Sales Engineer Pudsey Diamond
- Vikki Prowse – Learning & Development Manager SWARCO
  Support Lead - Next Gen Working Group
- Michael Malins - Business Operations Director DW Windsor
- Owen Pearse – Operations Manager Centregreat Ltd

- Ben Steels – Lighting Engineer – Kier
- Toby Penter – Senior Lighting Engineer WSP
- Nick Woodcock – Imm Past President HEA & MD Marwood Electrical Co Ltd
- Dervan Alleyne – Commercial Director Public & Sports Lighting UK&I Signify
- Lucy Watson – Bid & Design Manager, Lighting & Grid UK Solutions E.on
- Chris Marques – Business Development Manager/Project Manager CU Phosco Lighting
- Michael Levack - HEA

Initial Teams Meeting – Agenda & Outline

1. Executive Summary: The purpose of this business case is to propose the creation of a "Next Generation" working group within the highway electrical sector. The working group aims to promote and attract new talent to the industry, address skills shortages, and drive innovation. By actively engaging and encouraging young/new career professionals to join the sector, we can ensure a sustainable and prosperous future for the highway electrical industry.

2. Background: The highway electrical sector plays a crucial role in ensuring safe and efficient transportation systems. However, the industry is currently facing significant challenges, including an aging workforce, limited new talent influx, and a lack of awareness among young professionals

about the rewarding career opportunities available in this field. It is imperative to take proactive measures to address these issues and secure the future of the sector.

3. Objectives: The primary objectives of establishing the "Next Generation" working group are as follows:

- Attracting a diverse range of talent: Create initiatives and programs to attract a diverse range of job seekers to the highway electrical sector, not just from education but also transferring to our industry with relevant skills such at ex-services or similar backgrounds .
- Promoting skills Development: Identify skill gaps and develop learning opportunities to bridge them, ensuring a pipeline of highly skilled workers for the industry's future needs.
- Knowledge Sharing and Collaboration: Foster an environment of knowledge exchange, collaboration, and mentorship among existing professionals and new entrants to drive innovation and enhance industry practices.
- Industry Advocacy: Promote the highway electrical sector as an attractive and rewarding career choice through targeted outreach activities, partnerships with educational institutions, and participation in industry events.

The above might change but in the first call we wanted to create a team to discuss the points and tell us what they think is good, bad, or indifferent. Once this starts to take shape, we will then seek to have a face-to-face meeting to scope the group moving forward over the next year and beyond.

In the first instance, we ask three things of you.

1. Discuss with your line manager or mentor to ensure you have a buy in and their understanding as to what you hope to achieve from this working group and that they support you in attending.
2. What is your understanding of what the Next Generation Working Group is here to deliver for the industry?
3. Would you like to see the Next Generation Working group deliver over the next year to 24 months?

Second Meeting

To discuss and explore the following as main principles of the group.

"To actively promote the highway electrical industry as a career choice with excellent opportunities and roles for anyone looking to start a new career. To be done though the work of "ambassadors/champions" of the industry in attending events and other associated opportunities to talk about role we play in delivering national highways infrastructure".

In the first instance, focus on the 3 priorities:

1. Creating a futures hour and networking space at the annual conference.
2. Creating an event, the night before conference for "Next Gen" people to connect.
3. Create "Ambassadors/Champions" list of people that can support the Next Gen HEA with their specific skill sets, interests or representation (such as apprentices, ex-services young people).