



Delivering Impact on the Skills and Capacity Challenge

All-Energy, 11th May 2023

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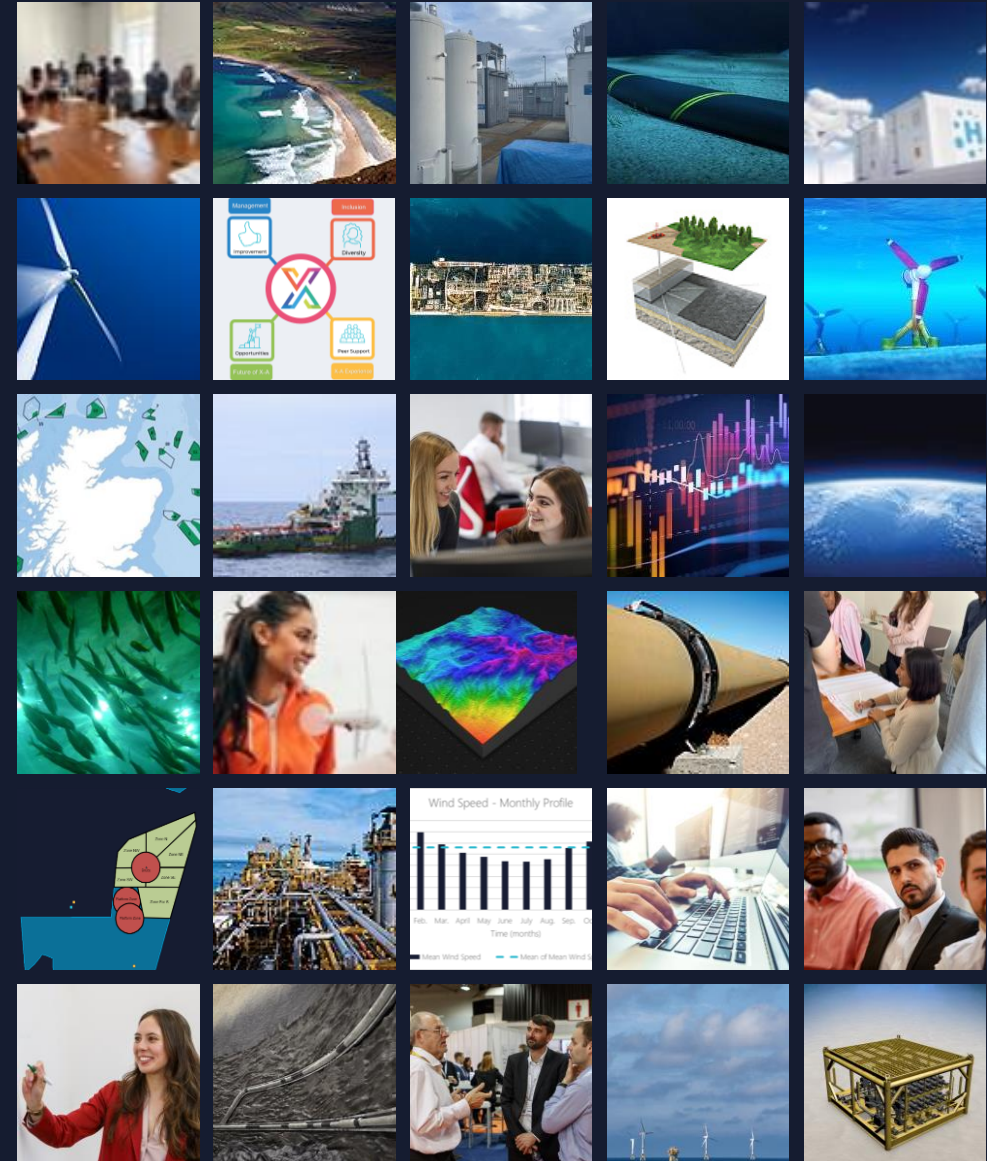
WWW.XODUS.ACADEMY

X-Academy wants to address three energy sector needs

1. Create scale
2. Create opportunities
3. Harness resources and activities

Jobs, Professionals, Projects, Pathways

- X-Academy
- Creates jobs, fills them, trains people on the job for a maximum of 23 months
- At the end of the programme or earlier those people (“Xccelerators”) transfer into permanent positions within the energy industry
- Working across key sectors (Renewables, H₂, Decarbonising, Decommissioning)



1

**YEAR OF
X-ACADEMY**

2

**INDUSTRY
PARTNERS**

6

**SECONDMENT
ORGANISATIONS**

3

**XODUS
SECONDMENTS**

25

PROJECTS

3

**INDUSTRY
AWARD WINS**

50/50

**GENDER
BALANCE**

20

**INDUSTRY
EVENTS**

1

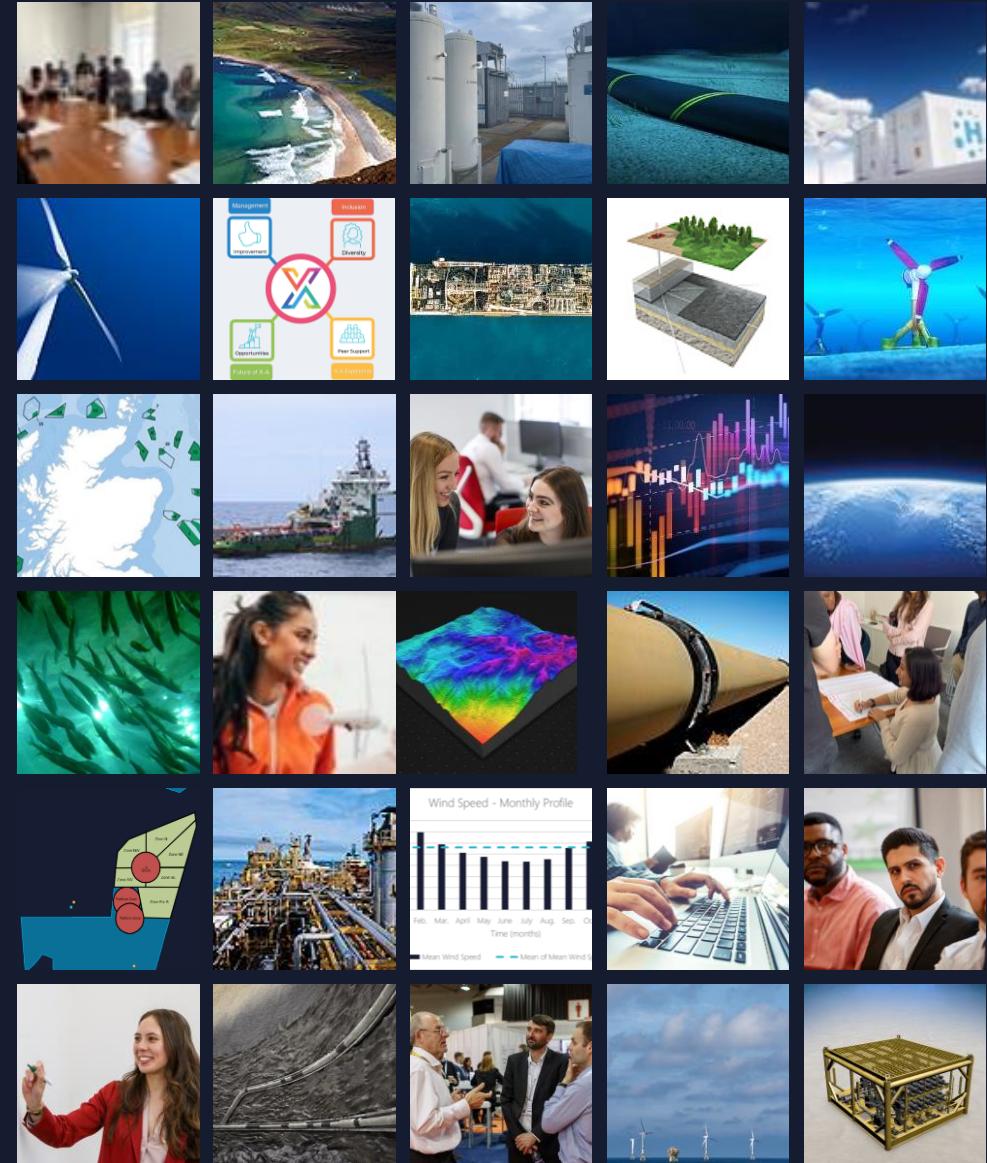
**INTERNATIONAL
EXPANSION**



Types of Projects

Can you be a partner on our growth?

- We had a highly successful pilot year. The need is there.
- We want to grow and be more impactful via:
 - Long term partnership and funding
 - Short to mid term partnerships
 - Securing industry mandates for professional development
- Let's work together





ADDITIONAL INFO



One Mission

We will deliver the skills needed for the energy transition, globally.

Professionals

By 2030, we will develop the capabilities of 1000s of professionals working across the energy sector worldwide

Projects

By 2030, we will create over 50 projects which deliver value to communities and are underpinned by the UN Sustainable Development Goals

Pathways

By 2030 we will create pathways to over 100,000 skilled jobs in the energy transition

Development Framework

X-Academy develops Xccelerators along three sets of aspects: Behavioural, Professional and Technical.
Various styles of delivery will be used, following the "3E" approach (Experience, Exposure and Education)

Aspect	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
Behavioural	Onboarding and setting expectations	Xccelerating Personal Impact: - 2 x Offsites - 4 x Personal Coaching Session		Xpanding Leadership Potential - Workshops - 3 x Group coaching sessions				
Professional	<ul style="list-style-type: none">- Commercial Awareness- Report Writing- Presentation Skills- Networking	APM Fundamentals Contract Awareness	Consultancy Skills		APM Qualification (as applicable)	Transition2Work <ul style="list-style-type: none">- Job signposting- LinkedIn- CV review / tailoring- Story telling		
Technical	<ul style="list-style-type: none">- Research- Analysis	<ul style="list-style-type: none">- Innovation	<ul style="list-style-type: none">- Long-term projects – X-Academy originated projects- Long-term consulting – Xodus- Short-term consulting – Xodus- Internal / External Placements- Evolving Project Roles					
		<ul style="list-style-type: none">- Conferences / Events- Development Frameworks (ALL: Understanding Climate Change, Emissions, Renewables, Economic Modelling; On Demand: Decommissioning and Repurposing, Petroleum Engineering, Wind, Hydrogen)						

Xcceleration Hubs

This is how we organise our activities, create opportunities for new entrant professionals and deliver the outcomes our customers require.

