



Source: GDI Hub

Disability-Inclusive Green Jobs: Opportunities and Challenges

A case study prepared under the Disability Support Service (DSS), Transforming Energy Access (TEA) platform.



It's one thing to write a policy; it's another thing to say we're open to everyone, but you need experts to guide actions. A lot of organisations need disability inclusion expertise to operationalise their goals and policies for inclusive employment."

Dwayne Asembo-Godfrey, Project Manager, Shortlist

Shortlist, an executive search agency and a workforce innovation lab, connects African graduates with energy sector companies. Through the DSS-TA, GDI Hub delivered a **training and action planning project** to understand the barriers and entry points for disability-inclusive employment in the clean energy sector.



Intervention

1. Rolled out a **Disability Inclusive Employment Survey** across 30 Shortlist partner companies to understand the status quo of inclusive practices.
2. Hosted a **training for 11 energy sector companies** on the basics of disability inclusion, opportunities for engaging people with disabilities through the energy sector, and inclusive employment practices.
3. Provided **one-to-one consultation for three companies** with bespoke recommendations reports to inform their future actions on disability-inclusive employment.



Impact

Shortlist has a unique position and role to enable people with disabilities to be part of the clean energy value chain as leaders and employees.

- The survey responses from 14 clean energy sector companies operating in five countries have generated **baseline insights for disability inclusion in green jobs** for Shortlist and its partners' knowledge.
- Through training and bespoke consultation, **3 potential early-adopter** companies for disability inclusion practices have been identified, who could be engaged in the future for piloting inclusive recruitment interventions.



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