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Growing Female Leadership and Representation Across Clean Energy

Women currently make up **less than 30% of the clean energy workforce**. At Enel, we're committed to increasing female representation within our company and the broader clean energy sector.

Meet four women leaders from **Enel North America** who are carving a path for the next generation.

"Clean energy is still a relatively young industry, which means that there are still many opportunities to innovate and leave your mark."

— Silvia Schuhmann, Project Execution Manager, Enel Green Power North America

Opportunities for growth

Jobs are opening up **across virtually every function** in the clean energy sector. Enel North America has seen a 16% increase in our total workforce, and we're actively recruiting for more than 200 openings. **Angie Hanawa**, a program manager in the energy markets team for **Enel X** North America, notes, "The industry is growing, and given how complex the infrastructure is, I believe that anyone could find a place here, from coders to economists. You just have to find your niche."

Career with purpose

Tackling big goals, like mitigating climate change and electrifying our economy in new and different ways, requires a proactive approach to

engaging talent across the green collar workforce — a workforce interested in mission-driven careers. **Israa Ismail**, a senior civil engineer at **Enel Green Power** North America, explained that within her role, she looks to “to practice my engineering profession while also positively impacting human life. In the face of climate change, engineers are greatly needed to find more eco-friendly and financially sustainable sources of energy.”

Being part of the Enel team means uniting individual strengths to make the biggest possible impact on climate change mitigation. For Hanawa, it meant a career in renewable energy. “Everything I was trying to do with climate change mitigation led me back to energy and the extraction, use, and disposal of energy. I saw the global electric grid as the center of climate change mitigation.”

Contributing to a sustainable future

Along with growing utility-scale renewables, we're working on many other aspects of the energy transition, including electrifying public and private transportation and driving the adoption of flexible energy resources like battery storage.

Molly Jerrard, director of wholesale markets and asset management at **Enel X** North America, said, "If everything we do as a society could be fueled with renewable and clean technologies, that would solve such an enormous piece of our current carbon dependency."

For those like Molly and her peers, the mission-driven work in sustainability is a critical benefit of their jobs. "We are on track to have a completely sustainable energy system that leverages renewable generation, storage, grid flexibility, and full electrification of automobiles," Jerrard said.

Creating a diverse workforce

Closing the gender gap and **creating a more diverse workforce** is top of mind across the clean energy industry. In practice, this means adopting a holistic approach to empowering young girls to explore future careers in science, technology, engineering, and math while hiring women and diverse candidates for leadership roles.

Growing diversity is an ongoing process. Clean energy companies need to do more than invite women into leadership positions; they need to also “empower more women in those positions, so they are similarly compelled to use their perspective to drive innovation and change,” Jerrard said.

To support the professional growth of a diverse workforce, we partner with local organizations like the Women’s Energy Network in Boston, which helps women make connections and develop leadership skills through a range of workshops and events. For younger generations, Enel is bringing **clean energy to the classroom** and opening up our plants and projects for site visits and educational opportunities, such as at the **University of Massachusetts Boston**, where we operate solar plus battery storage and electric vehicle charging stations.

With the energy transition in full swing, the clean energy industry must continue recruiting and investing in creating a diverse, multi-skilled workforce.

“These projects create job opportunities, build community relationships, and help create more resilient local economies and energy systems.”

— Israa Ismail, Senior Civil Engineer, Enel Green Power North America

This article has been adapted from its original version here: [Growth, Purpose, Sustainability and Diversity: What Women Leaders See For the Future of Clean Energy.](#)