

# FUEL CHANGE



Highlands and Islands Enterprise  
Iomairt na Gàidhealtachd 's nan Eilean



# Highlands & Islands Challenge

## Enter a team, get involved

Today many organisations see sustainability as a cost. At Fuel Change we are proving sustainability is an opportunity. By truly engaging the next generation with our unique programme, we unearth talent to create the capacity, resilience, and skills to address your immediate challenges whilst positively investing in the future.

### The story so far...

<b>2,000+</b> Participants	<b>275</b> Teams	<b>135</b> Companies	<b>19</b> Challenges
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Highlands & Islands Enterprise, Zero Waste Scotland and Fuel Change have partnered to ensure that local organisations benefit fully from the transition to Net Zero and the Circular Economy. The challenge aims to build capability in the region by encouraging the development of new, innovative, Net Zero and circular solutions created by the next generation workforce.

## Positive impact on businesses

“Whyte and Mackay have been fortunate to participate in the Fuel Change challenge. This is our opportunity to invite a fresh perspective on how we fuel our transition here in the beautiful North Highlands.”

**Lisa Munro, Project Engineer, Whyte & Mackay**

“This will enable our next generation of workers to develop new skills and demonstrate their talent in problem-solving, teamwork, critical thinking and resilience.”

**Martin Valenti, Director of Net Zero of South of Scotland Enterprise**

“I want to create new solutions with a big local company to the problems we are facing in the Highlands, this project is that chance!”

**Iain Brandon Platt, UHI Student**

“The project was a great learning experience, and it is because of organisations like Fuel Change that we are seeing real drive in our national journey to Net Zero”

**Aaron Miller, Graduate Framework Assistant, Morrison Construction**

To learn more or attend a webinar:

[fuelchange.co.uk](https://fuelchange.co.uk)



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## Highlands and Islands Challenge

### Your chance to:

- Discover and develop talent within your organisation
- Engage your young workforce to help drive sustainability through your entire organisation
- Rapidly improve your capacity to solve your own challenges and innovate
- Demonstrate your commitment to sustainability is important

### Why should you get involved?:

By entering a team of Next Generation workforce will help create solutions to the real sustainability challenges faced by organisations in the Highlands and Islands as recognised by these regional Influencers.



### When:

The Highlands and Islands Challenge programme starts on the 24th April and registrations are now open. This transformational programme runs over 3 sprints:

#### Sprint 1

Select Challenge  
24th April 2023

#### Sprint 2

Develop concepts  
and explore the  
creative process

#### Sprint 3

Finalise concepts and  
prepare presentable  
solution

#### Showcase September

Present solution to a  
panel of industry experts

### Hear from others:



### How do I learn more?:

send an email to [hello@fuelchange.co.uk](mailto:hello@fuelchange.co.uk)

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## FAQs

### What is the cost to take part?

The cost of entering teams onto the 16-week programme is being 100% subsidised by HIE and ZWS to encourage engagement in the region's most pressing sustainability challenges. This is their commitment to embedding social value, sustainability and collaboration in the Highlands and Islands region. Usually, the cost of entering a team would be £3,000.

### What are the size of participating teams?

For each team there will be between 4-7 participants. You can enter multiple teams into the challenge if you wish.

### Can smaller organisations take part?

Absolutely, Fuel Change is for all sizes of organisation. If you have less than 4 we will match them with other smaller teams to make an overall team. This has been very successful.

### Challenge registration

We will take registrations up to close of business on 21st April.

### What is the time commitment for each participant?

The teams will spend 1-2 hours per week on the programme. Beyond this, any work undertaken in their own time will be at the discretion of individual participants.

### Why is this aimed at the young workforce and not the entire workforce?

Everyone in the workforce matters and it's crucial everyone is engaged in the journey. We believe a shift in culture is required for organisations to embrace sustainability, and in our experience this momentum is created at the grass roots, bottom-up. Truly engaging the next generation in the drive towards Net Zero will lead to an enthusiastic young workforce keen to bring colleagues on board and drive change in their organisations.

### Are there any criteria in terms of qualifications, job roles etc?

No, the only stipulation is that participants should be aged 16-25. They can have any role within an organisation, and need no academic qualification.

### Can any type of organisation submit a team?

Yes, the programme is open to organisations and employers from any sector.

### Will the participants be sustainability experts by the end of the programme?

Participants will receive an awareness level understanding of the need for sustainability and this can be a stepping stone to learning more. The programme will help develop meta-skills which will aid their own personal development in and out of the workplace.

### Are there roles for those in the 'current generation' who wish to help?

Yes, we have ongoing need for mentors and subject matter experts and would be delighted to hear from you if you would like to be involved.

### What will the teams gain from taking part?

Participants report they have gained; "increased confidence, self-awareness, communication and presentation skills, deepened their commercial awareness, team dynamics, critical thinking, problem solving, innovation, networking, leadership and organisation skills"

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