



WPC
ENERGY

The World Forum for
Energy Transformation

Young Professionals

Best Practices & Recommendations for National Committees

Contributing WPC Energy National Committees:

Brazil · Canada · Ghana · Kazakhstan · Kuwait
Nigeria · Poland · Spain · United Kingdom

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FOREWORD

Message from the WPC Energy President

The energy sector is entering a new era, bringing new opportunities, new expectations and new challenges for the generations that will shape its future. As the industry evolves, the knowledge, ideas and leadership of Young Professionals will be increasingly important in ensuring that we remain innovative, resilient and ready to respond to a changing world.

Young Professionals are not simply the leaders of tomorrow. They are already an essential part of the energy community today.

At WPC Energy, we believe that empowering the next generation is not only an investment in young talent – it is an investment in the resilience, innovation and long-term success of our industry. Young Professionals bring new perspectives, curiosity, creativity and a willingness to challenge established ways of thinking. At the same time, they benefit enormously from the experience, knowledge and guidance of those who have shaped our sector over many decades.

Our Young Professionals Committee has long provided a platform for young people to connect, exchange ideas, develop their skills and contribute to the global energy dialogue. Across our National Committees, many inspiring initiatives are already helping Young Professionals gain experience, build networks, take on leadership responsibilities and become active contributors to the energy community.

This document brings together some of these experiences and best practices. It is intended not as a prescriptive model, but as a source of ideas and practical inspiration for National Committees across the WPC Energy network. Every country has its own energy landscape, institutions, resources and priorities. What works in one country may need to be adapted to another. What matters is the commitment to creating meaningful opportunities for young people to participate, contribute and lead.



Giving Young Professionals responsibility and a voice today is one of the best ways of preparing the leaders of tomorrow.

I particularly encourage National Committees to consider how Young Professionals can be involved not only in dedicated youth activities, but also in the wider work of the Committee – including strategic discussions, technical programmes, events, projects and decision-making. Giving Young Professionals responsibility and a voice today is one of the best ways of preparing the leaders of tomorrow.

I would also encourage us to think beyond individual programmes and events. Our ambition should be to create a lasting pathway through which students become Young Professionals, Young Professionals become emerging leaders, and emerging leaders become the future leaders of our National Committees, our organisations and our industry.

I would like to thank the National Committees and Young Professionals who have contributed their experiences to this publication. Their willingness to share what they have learned is a powerful example of the cooperation and knowledge exchange that are at the heart of WPC Energy.

I hope this publication will encourage new ideas, strengthen existing initiatives and, above all, inspire more National Committees to give the next generation the opportunity to participate, contribute and lead.

Pedro Miras

President, WPC Energy



FOREWORD



Message from the WPC Energy Young Professionals Committee Chair

The energy industry is changing quickly, and Young Professionals have an important role to play in shaping what comes next. Across the WPC Energy network, we see young people bringing new perspectives, building connections across borders and disciplines, and taking on increasingly meaningful roles in their organisations and energy communities.

As Chair of the WPC Energy Young Professionals Committee, I have seen the value of creating opportunities that go beyond simply inviting Young Professionals to participate. Meaningful engagement requires a pathway that attracts young talent to the industry, gives them opportunities to engage and contribute, supports their professional development, empowers them with responsibility and leadership opportunities, and ultimately helps retain their experience and enthusiasm within the energy community. This engagement journey should be continuous, with each stage helping prepare the next generation to take on greater responsibility.

This publication is built on the experiences of Young Professionals and National Committees across the WPC Energy network. I would like to thank everyone who contributed their success stories, lessons learned and perspectives on the opportunities, mentorship, international exposure and leadership experiences that have supported their own development. By sharing what has worked, as well as what we continue to learn, we can help other National Committees strengthen their programmes while adapting these ideas to their own circumstances.



A strong community today leads to a sustainable energy future tomorrow.

One of the greatest strengths of WPC Energy is its global reach. Collaboration across countries gives Young Professionals the opportunity to learn from different energy systems, cultures and perspectives, while building relationships that can continue throughout their careers. Sharing best practices across this network allows successful ideas to travel further and helps create a more connected global community of emerging energy leaders.

I encourage National Committees and industry leaders to use this document not simply as a collection of examples, but as a starting point for continued discussion and action. Give Young Professionals opportunities to contribute to real projects and decisions, connect them with experienced leaders, invest in their development and create space for them to lead. At the same time, continue sharing what you learn so that our collective approach can keep improving.

Ultimately, developing the next generation is about building a community in which young people feel connected to the industry, supported in their growth and confident that their contributions matter. A strong community today leads to a sustainable energy future tomorrow.

Shamus Hardie

Chair, Young Professionals Committee, WPC Energy



INTRODUCTION

Empowering the next generation of energy leaders

The WPC Energy Young Professionals Committee (YPC) is a key pillar of WPC Energy's long-term vision for the global energy sector. It provides a dynamic platform for young professionals, emerging leaders and students to contribute fresh perspectives on the industry's most pressing challenges and help shape the future of energy.

Through the efforts of the WPC Energy Young Professionals Committee, we encourage all member countries to actively engage and empower Young Professionals by involving them in their national activities and leadership.

Several countries have shown interest in learning from the experiences of their peers. Thus, this document offers practical recommendations and examples designed to assist National Committees in boosting youth engagement in their activities and the wider energy sector. The shared initiatives aim to inspire and support the development of programmes for Young Professionals across the WPC Energy member network.

Mentoring, career development, networking, and student participation are consistently highlighted as the essential pillars of successful Young Professionals Committees worldwide.

This document presents effective methods, activities, and strategies implemented by several Young Professionals Committees within the WPC Energy network to attract, engage, and retain young talent. These examples illustrate how National Committees worldwide are enhancing youth involvement in the energy sector.

We extend special thanks to Young Professionals from Brazil, Canada, Ghana, Kazakhstan, Kuwait, Nigeria, Poland, Spain, and the United Kingdom for sharing their insights and initiatives.



ABOUT THE COMMITTEE

WPC Energy Young Professionals Committee (YPC)

- Established in 2006, aimed at shaping the global energy future by bringing together the talents of Young Professionals, emerging leaders, and students.
- Representing diverse backgrounds and disciplines, the YPC share knowledge and seek collaborative and innovative solutions to key technical, social, environmental and management challenges facing the energy industry.
- Focus on talent development, leadership, innovation, diversity/gender parity, entrepreneurship and technical expertise.
- All member countries are encouraged to actively engage and empower Young Professionals by involving them in their national activities and leadership. This can include nominating a Young Professional to join their National Committee or establishing a dedicated national YPC to connect with and support young talent across their country's energy sector.

YPC Mission

- Create and nurture a collaborative, global forum for young people to share their views and be heard
- Champion new ideas within the oil, gas and energy industry
- Promote a realistic image of the oil, gas and energy industry, its challenges and opportunities
- Bridge the generation gap through projects and industry networks

YPC Vision

- Aim to shape the global energy future by bringing together the passion and talents of industry students, Young Professionals and emerging leaders
- Guided by the core values and commitment to sustainable energy, provide a platform for inclusive dialogue about current energy challenges
- Seeking to build an energy future that will benefit our generation and those to come



Values



Leadership



Diversity



Participation



Sustainability



Transparency



Cooperation



Excellence

Main Activities & Involvement

- Contributions to the YPC, Congress Programme Committee, Council Meetings
- Content development for industry events, publications, social media
- Mentoring

Surveys

- Youth surveys (recent version will be shared at the 25th WPC Energy Congress, 2026)
- National Committee surveys – including a focus on young talent

Youth Forums – since 2004

- Volunteers programme
- Industry games
- YP meetings
- Technical visits
- YP networking events

Young Professionals activities at WPC Energy Congresses

- Special sessions for Young Professionals
- Young Professionals magazine
- Youth Awards
- Young Author Award
- Mentoring meetings
- Volunteers programme
- Industry games
- Technical visits
- YP meetings
- YP networking events

Social Media



/ WPC Energy YP



“The engagement journey, from attracting and engaging talent through to developing, empowering and retaining future leaders, is not a single initiative but a continuous commitment. By learning from one another and creating meaningful opportunities for young professionals around the world to connect, grow, contribute and lead, we strengthen both our industry and the global energy community. A strong community today leads to a sustainable energy future tomorrow.”

— SHAMUS HARDIE, CHAIR, YPC



FRAMEWORK

Young Professionals Engagement Framework

One of the Strategic Objectives of WPC Energy is to encourage and support young talent attraction and retention in the industry.

In light of the recent challenges and opportunities presented by the evolving energy landscape, below is the framework that WPC Energy applies for ‘Talent Engagement’ across the industry.

Young Professionals Engagement Journey

A continuous cycle to build today’s talent and shape tomorrow’s energy leaders

01

ATTRACT

Bring talented and passionate young people into the Industry

- Raise awareness
- Promote opportunities
- Build a diverse pipeline of future leaders

02

ENGAGE

Create meaningful opportunities for young professionals to connect, participate and contribute

- Inclusive activities, Industry events
- Networking & collaboration
- Active involvement in National Committee programmes / meetings

03

DEVELOP

Invest in their growth through learning, mentorship and exposure to the energy sector.

- Mentorship & coaching
- Skills development
- Access to knowledge and industry insights

04

RETAIN

Build long-term commitment and keep young professionals connected to the Energy community.

- Recognise & celebrate achievements
- Career support & pathways
- Lifelong membership and engagement

05

EMPOWER

Give young professionals visibility, responsibility and leadership opportunities.

- Lead projects & initiatives
- Represent & influence
- Shape the future of the energy industry

A STRONG COMMUNITY TODAY. A SUSTAINABLE ENERGY FUTURE TOMORROW.

WPC Energy, 2026

Each step is being delivered through many different ways in different countries, depending on the resources, education systems, HR policies, regulations, cultural circumstances, etc. Therefore, each country defines the opportunities, responsibilities, skill development phases in different ways.

WPC Energy aims to support these diverse efforts by illustrating how WPC Energy National Committees worldwide are enhancing youth involvement in the energy sector, and how WPC Energy involvement can help these development phases.



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Young Professionals

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BEST PRACTICE 01

01 Involving Young Professionals in National Committee Programmes

KEY TAKEAWAY

Participation in NC activities offers unique, high-value experience.

- 01 **Encouraging autonomy** to help Young Professionals develop leadership and organisational skills. Some YP Committees have established self-organised groups with independent budgets and planning autonomy, complemented by guidance from National Committees.
- 02 **Including Young Professionals in National Committee meetings**, enabling active participation in decision-making, sharing ideas and activities with senior members, and learning through receiving feedback.
- 03 **Involving YP Committees in National Committee initiatives** offers a platform for dialogue and supports a more effective transition from the YP Committee to the National Committee.
- 04 **Informal meetings organised by and for young professionals** enhance youth communities' collaboration, knowledge sharing, and sustained engagement. Including senior representatives facilitates intergenerational networking. National Committees can support these by providing communication resources, venues and refreshments.
- 05 **Supporting transition from Young Professionals Committee to membership of National Committee** ensures continuity of engagement and leadership development.





01 – VOICES FROM NATIONAL COMMITTEES

“I would recommend National Committees offer three opportunities to attract YPs: autonomy, experience, and networking. Future Leaders is a self-organised group (and our own finances) of Young Professionals that host events, including our flagship annual Ignite Talks where we organise a networking session and panel discussion with industry leaders.”

– CANADA

“Involving YPC in the matters of the National Committee – such as global collaboration within WPC Energy and response to energy transformation – and inviting Young Professionals to programme committees for high-level industry events is key: Organising activities for students and Young Professionals with support from the National Committee – Cooperation with academia, industry, research institutions, and other non-profit organisations – working on engaging members from various organisations to participate in joint initiatives (congresses, workshops, discussion panels, and more). Mutual support and focused actions with a common goal of inspiring and empowering students and Young Professionals to actively participate in industry undertakings, equipping them with knowledge, skills, and networks necessary to drive innovation and positive change in the energy landscape.”

– POLAND

“The Young Committee is a multidisciplinary group composed of employees from companies affiliated with IBP who are up to 35 years old. Our work aims to contribute to the attraction, inclusion, and career development of students and young professionals interested in working in the oil, gas, and energy sector.”

– BRAZIL



01 – VOICES FROM NATIONAL COMMITTEES

“The State of Kuwait intends to establish the Kuwait National Youth Committee for Energy, as a youth-led national platform dedicated to promoting dialogue, knowledge exchange, and capacity development in the oil and gas sectors. The Committee will aim to develop the skills and capabilities of young professionals to contribute effectively to national energy development programmes, strengthen intergenerational communication within the energy industry to ensure the transfer of knowledge and expertise, and support youth-led initiatives focused on technical and managerial innovation within the energy field.”

– KUWAIT

“Young Professionals (YPs) often bring diverse perspectives on the challenges and opportunities facing the energy industry, along with a strong capacity for creative problem-solving. Incorporating their viewpoints into the program benefits all participants and helps ensure their voices are heard.”

– UK

“Our representative in WPC Energy Young Professionals Committee attends our National Committee meetings, and there is always a slot to present activities that are being carried out by the Youth Committee and discuss new initiatives.”

– SPAIN



02

BEST PRACTICE 02

Mentorship

KEY TAKEAWAY

Structured mentorship is crucial for professional development and intergenerational collaboration.

- 01 **Mentorship between YP Committee and National Committee members**, as well as with other senior executives, is a common practice among National Committees.
- 02 **Mentorship can be available as a structured programme or less formal activities**, providing regular, direct access to experienced leaders through phone calls, virtual meetings, and in-person sessions.
- 03 **Young Professionals benefit from guidance and knowledge transfer**, promoting career development and encouraging a more inclusive and supportive organisational culture. Intergenerational collaboration often leads to new project opportunities.





02 – VOICES FROM NATIONAL COMMITTEES

“Ghana's greatest petroleum resource is not only its hydrocarbon reserves but its young professionals. Sustainable energy leadership begins with investing in people who can transform today's discoveries into tomorrow's prosperity.”

– GHANA

“Mentorship programme between NC members and YP committee members.”

– UK

“Fostering intergenerational collaboration enables smooth transfer of knowledge and experience, and can contribute to creating potential projects essential in the rapidly changing energy sector. Organising online and in-person meetings to discuss status of current initiatives and future plans.”

– POLAND

“Nigeria's Young Professionals are increasingly being empowered through mentorship, networking and opportunities to participate directly in energy-sector conversations. These initiatives have demonstrated that giving young professionals responsibility, visibility and access to senior industry leaders can transform engagement into genuine leadership development and collaboratively unlock resources in line with national aspirations.”

– NIGERIA

“IBP (The Brazilian Petroleum, Gas and Biofuels Institute) has been leading and managing the Plataforma Jovem, a mentoring program created to support the professional development of students and young professionals interested in the oil, gas, and energy sector. The program promotes mentoring, networking, and knowledge exchange, with a strong focus on diversity and inclusion. At least 50% of the available places are reserved for participants from minority and underrepresented groups, contributing to a more diverse and inclusive energy industry.”

– BRAZIL



BEST PRACTICE 03

03 Youth-Led Conferences, Workshops & Initiatives

KEY TAKEAWAY

Youth-led activities provide practical experience and encourage peer-to-peer learning.

- 01 **Providing students and young professionals with access to major industry events** through free or discounted admission creates valuable opportunities for direct interaction with senior executives and ensures that young voices are included in key industry conversations.
- 02 **Such opportunities enable Young Professionals to explore different perspectives** on energy challenges, supporting involvement in discussions about energy transition. It is vital to include youth not only as attendees but also as speakers alongside senior leaders.

VOICES FROM NATIONAL COMMITTEES

“We moved young professionals from the audience to the table—giving them the platform, networks and opportunities to contribute, lead, shape the future of energy and unlock resources.”

– NIGERIA

“IBP provides dedicated space for young professionals across its major events. We offer an arena with a program entirely curated by young talent to connect the industry with the next generation. Building on the success of past initiatives like Young Rio Pipeline, this year we highlight the Young Summit at ROG.e, our main event. We are offering free exhibition floor passes for over 100 students each day, alongside an interactive gamification experience to help them make the most of the trade show activities.”

– BRAZIL



03 – VOICES FROM NATIONAL COMMITTEES

“At the Spanish Energy Club, headquarters of WPC Energy, we encourage Youth Participation in all activities, with complementary or special prices to participate in our events or contributing with articles to our publications.”

– **SPAIN**

“Our Future Leaders group is also connected with other local YP groups that share events and offer tickets to each other’s events, supporting a broader network with various backgrounds (WPC Energy offers a niche in global perspectives, while some others cater to engineering, young women, infrastructure, etc.)”

– **CANADA**

“Events that allow young professionals to have direct conversations with senior executives in the industry. We got the feedback that lots of Young Professionals find this very empowering which is what differentiates our events from others out there.”

– **UK**

“Delegating Young Professional Committee members to industry events to represent the organisation at both local and international levels. Networking, building relationships with professionals from diverse backgrounds, strengthening National Committee presence within the industry.”

– **POLAND**



BEST PRACTICE 04

04 Fostering Student Engagement & Supporting Energy Education

KEY TAKEAWAY

Funding for energy education and university partnerships attracts young talent early.

Young Professionals Committees frequently organise activities tailored for students from various academic backgrounds, introducing them to the energy industry early in their careers. Notable initiatives include:

- 01 **Establishing partnerships with universities and international companies** to provide students with insights into the broad career opportunities available in the energy industry.
- 02 **Hosting lectures on energy-related topics** for school-aged children, university students, and early-career professionals.
- 03 **Offering complimentary access to National Committee events** for students from various academic institutions, facilitating a deeper understanding of the energy sector.
- 04 **Organising student contests to encourage innovation**, such as the Student Energy Challenge, Student Digital Fest (competition for digital solution development), Start-Up Battles (featuring start-up firms), and similar events. These events can be sponsored by local and international companies who are often keen on attracting young talent.

“Our Coffee with Leadership initiative. It provides an opportunity for students and young professionals to engage in a small, informal gathering with leaders from different companies in Brazil, fostering dialogue, networking, and knowledge exchange.”

— BRAZIL

“Promoting industry awareness — actively working to engage students and Young Professionals with the industry. Highlighting opportunities and prospects offered by the energy sector and spreading knowledge about its challenges and dynamics.”

— POLAND

“Invite young professionals to contribute to the programme of NC events like expert workshops.”

— UK



BEST PRACTICE 05

05 International Engagement & Cooperation

KEY TAKEAWAY

International collaboration strengthens networks and prepares Young Professionals for leadership.

- 01 **Cross-country engagement expands international networks** and develops future leadership skills essential for the rapidly evolving energy landscape.
- 02 **Active participation in international initiatives** allows Young Professionals to contribute to programme committees and the planning and execution of industry events at both local and global levels.
- 03 **Financial support from National Committees**, including travel, accommodation, and registration, is essential for participation in international events. Sponsorship and grants further enhance engagement, enabling Young Professionals to present papers, lead discussions, or join international workshops.
- 04 **Cross-country collaboration among Young Professionals groups** fosters stronger global connections, encouraging the exchange of ideas, sharing of best practices, and mutual support including invitations to each other's events.





05 – VOICES FROM NATIONAL COMMITTEES

“By nurturing competent young professionals today, Ghana is not only securing its own energy future but also contributing to the emergence of a new generation of African leaders capable of shaping the global petroleum industry with excellence, integrity, and innovation.”

– GHANA

“These initiatives aim to connect youth with global networks, provide meaningful professional development, and cultivate future leaders in the international energy community.”

– KAZAKHSTAN

“The energy industry often offers unique opportunities to work internationally and collaborate on global projects. International engagement enables young professionals to broaden their perspectives, gain valuable experience, and develop the skills and capabilities needed for future leadership roles.”

– UK

“Our young professionals are encouraged to participate in the Call for Papers of WPC Energy Congresses, the international Mentoring Programme, and all international activities, which is very much appreciated by the Spanish Youth Community.”

– SPAIN



06

BEST PRACTICE 06

Awards & Recognition

KEY TAKEAWAY

Recognising best practice motivates talent and builds sustained engagement.

Awards encourage participation and leadership among future energy professionals, providing global recognition and opportunities for mentoring, networking, and engagement in international forums.

Examples include awards like the Young Oil and Gas Award, where participants present papers based on the technical programmes of WPC Energy Congresses. Finalists receive sponsorship to attend WPC Energy Youth Forums or Congresses.

“The Young Oil and Gas Award gives an opportunity to Young Professionals to attend the WPC Energy Congress by sponsoring the winner to participate in this event.”

– SPAIN





RECOMMENDATIONS

Suggestions and Recommendations

Based on the practices and experiences highlighted in this document, the following actions are suggested to further strengthen the role and development of young professionals across the energy industry:

-
- 01 Create structured pathways for young professionals to contribute to decision-making.**
Organisations should provide broad opportunities for young professionals to participate in strategic discussions, technical committees, working groups and industry forums, moving beyond participation as observers towards active contribution.

 - 02 Strengthen mentoring and intergenerational knowledge exchange.**
Structured mentoring programmes should connect young professionals with experienced leaders and technical experts, enabling the transfer of institutional knowledge while also creating opportunities for reverse mentoring and the exchange of new ideas and perspectives.

 - 03 Invest in skills development and continuous learning.**
Young Professionals should have access to training, professional development and cross-disciplinary learning covering both technical capabilities and new growth areas such as digitalisation, artificial intelligence, low-carbon technologies, energy systems, sustainability and new business models.

 - 04 Provide greater opportunities for cross-sector and cross-border experience.**
Exchanges, secondments, joint projects and international programmes can help Young Professionals understand different energy systems, technologies, regulatory environments and regional priorities, while strengthening collaboration across the industry.

 - 05 Connect Young Professionals with real-world projects and challenges.**
Development programmes should combine learning with practical experience, allowing young professionals to contribute to projects addressing energy security, emissions reduction, energy access, resource efficiency, innovation and other industry priorities.



06

Support innovation and entrepreneurship.

Companies, governments and industry organisations should create mechanisms through which Young Professionals can propose, test and develop new ideas, technologies and business models, including through innovation challenges, incubators, pilot projects and partnerships with start-ups and academia.

07

Ensure diverse perspectives are represented.

Initiatives for Young Professionals should promote participation across geographies, disciplines, sectors and backgrounds. Particular attention should be given to ensure that perspectives from emerging markets and regions undergoing significant energy-system transformation are represented in global discussions.

08

Strengthen connections between Young Professionals and industry leadership.

Senior leaders should engage directly with Young Professionals through leadership dialogues, roundtables and dedicated sessions. This can help ensure that the expectations and ideas of the next generation are considered when shaping long-term strategies and policies.

09

Measure impact and share best practices.

Organisations implementing programmes for Young Professionals should establish simple mechanisms to measure participation, skills development, career progression, retention and other outcomes. Successful approaches should be documented and shared to enable replication across the industry.

10

Build a stronger inter-connected global community of Young Energy Professionals.

International networks and platforms should facilitate continued engagement beyond individual events or programmes, enabling Young Professionals to maintain relationships, exchange knowledge and collaborate on common challenges throughout their careers.





CHECKLIST

Practical steps every WPC Energy National Committee can take

- | | |
|---|---|
| ☐ Appointing a Young Professional representative to the WPC Energy YPC | ☐ Including YPs in National Committee activities and meetings |
| ☐ Establishing a national mentoring or intergenerational programme | ☐ Providing at least one leadership/networking opportunity annually |
| ☐ Granting financial support for YPs to attend WPC Energy events | ☐ Connecting YPs with universities and international WPC Energy activities |
| ☐ Setting up a National YP Committee to support designing a talent programme for YP attraction & retention | ☐ Providing an independent YP budget, leadership pathway, innovation programme, impact measurement |





CONCLUSION

Looking Ahead

The energy industry is undergoing profound transformation, creating both challenges and opportunities for the next generation at a very fast pace. Preparing Young Professionals for this future requires more than developing technical skills and industry knowledge; it requires giving them opportunities to contribute, lead, innovate and collaborate.

Industry organisations, governments, companies, academia and Young Professionals themselves all have a role to play. By combining **knowledge transfer, practical experience, professional development, leadership opportunities, support for innovation and entrepreneurship, and international collaboration**, the industry can help ensure that the next generation is equipped not only to adapt to change, but to shape the energy future.

A successful Young Professionals Programme requires:

01 Leadership commitment and support

03 Pragmatic communication lines

05 Defined responsibilities

07 Dedicated resources

09 Recognition

02 Professional development

04 YP representation

06 Access to decision-makers

08 International exposure

10 Continuity and succession

The practices highlighted in this document provide a foundation for continued learning and collaboration. Sharing these experiences and building on them collectively can help create a more capable, connected and resilient energy workforce for the decades ahead.

WPC Energy welcomes further examples of best practice from National Committees, which will help strengthen and enhance this collection, and develop it into a wider global practical resource.

Please contact secretariat@wpcenergy.org for further information or support.



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