



**Highlands & Islands**  
**ENTERPRISE**

**energy&utilityskills**

# Renewable Energy: Skills for Business Network in Action

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**Energy & Utility Skills**  
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## Energy & Utility Skills

**Energy & Utility Skills** (EU Skills) is the new Sector Skills Council for the following industries:

- **electricity**
- **gas**
- **waste management**
- **water**
- **co-ordinating role for Renewable Energy**

**Employer-led**, our purpose as an organisation is to enable the provision of an appropriately skilled workforce to assist these industries in improving their performance.



## Working in Partnership, Highlands and Islands Enterprise;

**Asset Skills:** Property services, housing cleaning services and facilities management

**Cogent:** Chemical, nuclear, oil and gas, petroleum and polymer industries

**Construction Skills:** Construction and the built environment

**LANTRA:** Environmental and land-based industries

**SEMTA:** Science, Engineering and manufacturing technologies

**SummitSkills:** Building services engineering

**ECITB:** Engineering Industry Construction Board

## X- SSC undertakings & benefits to the sector

1. Gain a collective understanding of skills and workforce development needs across UK
2. Consider and act upon the government strategies i.e. biomass and micro-generation
3. Determine an approach for employer engagement across the sectors
4. Feed into the UK HIE SSC Cross-Sector forum
5. Recognise and share best practice
6. Disseminate information on sector developments, both local and UK
7. Be responsible for development of a programme of work and project planning
7. Monitor the progress of project activity and milestones
9. Ensure that priorities within Renewable Energy are highlighted within our own organisations
10. Respond to the needs of government initiatives
11. Represent employers on 'Sector Development Group'
12. **Developed a renewables implementation plan – to determine future activity**



## Research outputs to date (1)

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- Highlighted areas where further research is needed
- Benefits to SSCs:
  - Greater understanding of the sector
  - Employer engagement
  - NOS development priorities
- Benefits to Employers:
  - details nationally recognised standards and qualifications that can be applied to their workforce



## Research outputs to date (2)

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### Labour market implications:

- High staff turnover at lower skill levels
- Rural locations
- Need to ensure that adequate learning provision is available as demand from increases from:
  - Employers
  - Individuals looking to enter the sector
- Including retraining and up-skilling of existing workforce in related occupations (electricians, plumbers, etc.) with Renewable Energy-specific skills



## Mapping exercise concluded

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- Key issues arising from the mapping process:
  - Having no relevant, discrete Standard Industrial Classification for any of the sub-sectors makes it difficult to use “official” workforce and skills intelligence
  - Many employers are multi-sectoral
  - Many occupations are not RE-specific (plumbers, electricians, etc.)
  - Consequently, many of the skills utilised within the sub-sectors are transferable outside of it (therefore, greater demand)



## Mapping exercise concluded

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- Key issues arising from the mapping process:
  - Some functions are undertaken by different occupations within different employers
  - Many of the smaller employers (and there are lots) are not fully aware of the N/SVQ structure – difficulties in linking job roles to competency levels
  - Terminology/definition



## Existing Training Provision and Qualifications

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- Very few stand-alone RE courses, majority “linked” with existing courses (e.g. resource management, sustainable development, engineering, building design, etc.)
- However, where there is a pull on traditional occupations many qualifications and frameworks exist (a measure is required on their appropriateness for employers to fulfil their roles)
- C&G 2372 (PV installation) seems to be the only certified vocational course

# Sector Skills Councils Allocations

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Sub-sector	Occupation	SSCs with joint responsibility
<b>Biomass</b>	Rate of Burn Technologists	SEMTA
	Electrical/Instrumentation Technicians	Energy & Utility Skills SummitSkills
<b>Hydroelectric</b>	Engineers – mechanical, electrical, electronic	Energy & Utility Skills SEMTA SummitSkills
	Civil Engineers (Construction)	ConstructionSkills ECITB Energy & Utility Skills
<b>Photovoltaic</b>	Electricians; Electricians with design skills	Energy & Utility Skills SummitSkills



## Sector Skills Councils Allocations

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Sub-sector	Occupation	SSCs with joint responsibility
<b>Solar</b>	Carpenters, Plumbers, Electricians; Electricians with design skills	ConstructionSkills Energy & Utility Skills SummitSkills
<b>Geothermal</b>	Electrical Engineers	Energy & Utility Skills SummitSkills
	Electricians; Electricians with design skills	Energy & Utility Skills SummitSkills
	Electronic Technicians	SummitSkills
	Pipe and systems laying	ConstructionSkills SummitSkills



## Sector Skills Councils Allocations

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Sub-sector	Occupation	SSCs with joint responsibility
<b>Heat Pumps</b>	Heat Pump Installers-plumbers and Electricians	SummitSkills
<b>Wind</b>	Service Engineers	SummitSkills Energy & Utility Skills
	Structural Engineers	ConstructionSkills ECITB
	Fabrication Engineers	ConstructionSkills ECITB
	Site Wardens	AssetSkills



## The future...

*‘Collective evidence indicates to date that the skills required to undertake roles within this diverse sector are in the main not new, they are based on core competences of traditional skills sets’*



## However...

*‘ working collaboratively with partners and stakeholders further research/direct engagement with the sector is required in order for the SfBN to provide a proactive response locally and nationwide to ensure the needs of employers are met in a sector that has much potential, and that is/could rapidly changing through the introduction of policies and a positive consumer response ’*



## Next Steps

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### Further Research

- Fill the gaps in the current OFM
- NOS Matching 06
- Labour Market Investigation

### Developing Solutions

- Many occupations within the sector have “traditional” skills as a base ie. respond with SfBN to local need
- SSCs, co-ordinated by Cross-SSC Forum, in collaboration with employers and stakeholders (including those who supplier skills)