

# Skills For Energy East of England

Celia Mackie  
Executive Director

# Skills For Energy

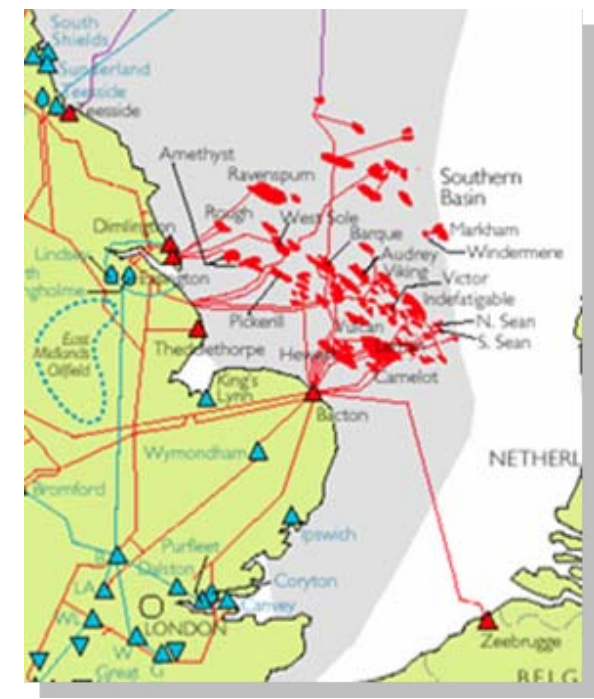
## Collaborative partnership

- Private, public
- Academic, education

## •East of England

## •Energy

- oil & gas,
- nuclear,
- macro & micro renewables
- (power generation, transmission, distribution)



# The East of England

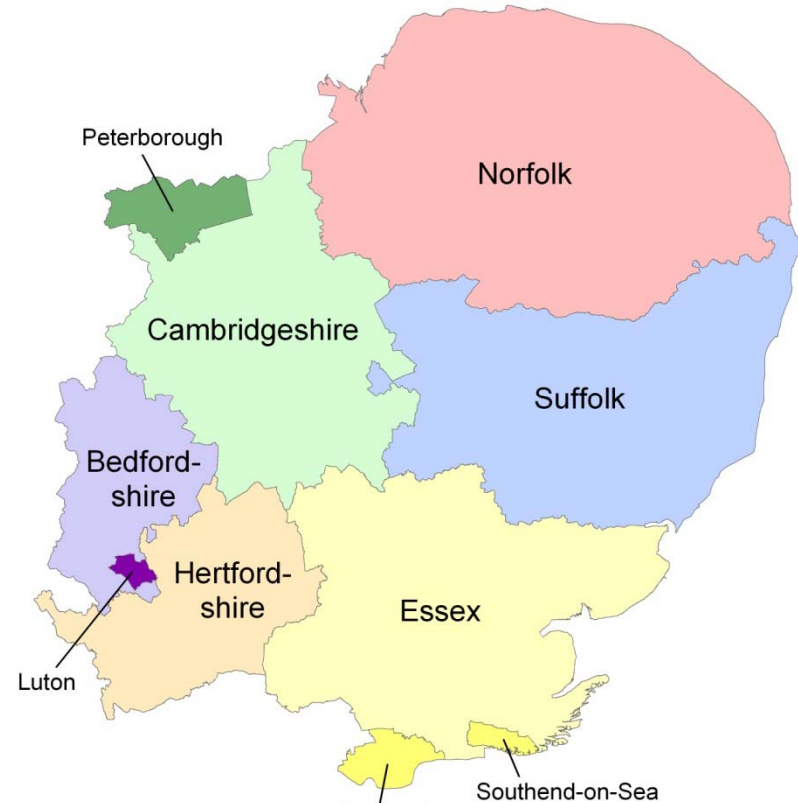
**6 counties** – Norfolk, Suffolk, Cambridgeshire, Hertfordshire, Bedfordshire, Essex

**5.5 million people**

**(Low unemployment)**

**Low skill level**

**Areas of persistent & high unemployment, economic inactivity**



# The SfE Board

**Companies** - SLP, Perenco, Shell, British Energy, EDF, ODE, 3Sun, Peter Brotherhood, AMEC/AJS, Mainstream Renewable Power, Seajacks

**Representative Bodies** - East of England Energy Group (EEEGr), Nuclear Industry Association, Renewables East

**Skills bodies** - Cogent, ECITB, EU Skills, SummitSkills, SEMTA, OPITO

**Regional public sector interests** - East of England Development Agency (EEDA), Job Centre Plus, Learning & Skills Council (LSC), East of England Skills & Competitiveness Partnership (EESCP)

**(National government – Department of Energy & Climate Change)**

# The Programme

- **Strategy developed in 2007/8, determined by industry, led by industry, championed by industry leaders, delivered in collaboration with representative bodies, key skills bodies**
- **Objectives**
  - Attracting new talent
  - Up-skilling & retaining existing workforce
- **Delivery Framework**
  - Agreed by the Skills For Energy Board and will:
  - Impact across the energy industry
  - Industry believe needs addressed
  - Deliverables that the partnership will collaborate to achieve
  - Either piloted in an area with the goal of being rolled out or will impact across the East of England
  - Be best achieved through a collaborative approach rather than an individual organisation

# 8 themes

1. Defining the economic value of the industry
2. Change perceptions of the energy industry
3. Web portal
4. Targeting younger people
5. Interface with higher and further education
6. Attracting talent
7. Training programmes
8. Recognising experience/competence

# Armed service personnel

**Objective** – to facilitate access to the industry for ex-military personnel

**Key stakeholders** – Career Transition Partnership, RFEA, MOD, Army, Royal Navy, RAF, Train to Gain, Job Centre Plus, CTP approved training providers, industry approved training providers, skills bodies (eg ECITB)

**Proposal** – awareness sessions, skills mapping/CV translation, 3 day introduction to energy industry, further training as necessary, civilian work attachments, job based training (eg energy foundation degree)

**Issues** – language, HR practices, short-term thinking, funding

# The longer term

## Existing programme of activities eg

- High Energy Schools Challenge
- Continued professional development
- programme for teachers
- Industry Spotlight
- Engineering Careers Roadshow

## But also

- Cross sectoral career pathways eg decommissioning
- Energy Foundation Degree (pilot 2010)
- Inter-disciplinary engineering degree



# Which sector?



seajacks



# Conclusion

We have the opportunity to

- Experiment with different approaches – not all will work
- Employ skills in different ways
- Connect with different organisations to flex the system to our advantage
- Be more imaginative in working between sectors
- Provide a network for the delivery of projects that are key to the industry in the East of England

## Contact us

01493 446535

[Celia.mackie@skillsforenergy.com](mailto:Celia.mackie@skillsforenergy.com)

[www.skillsforenergy.com](http://www.skillsforenergy.com)

Beacon Innovation Centre, Gorleston, Norfolk

