

# Energy & Utility Skills

## Supporting Skills Development



## Skills for Scotland: a clear role for Sector Skills Councils (SSCs)

- Develop proper engagement with employers in their sector
- Deliver sector Labour Market Information that is trusted
- Ensure employers have a say in the design and development of learning
- Maintain strong partnerships with the sector, Government, providers and intermediary bodies



## Employer Engagement

- UK wide
  - A strategic role
  - Research
  - Industry groups across our sectors
  - Standards and qualification
  - Information, advice and guidance
- Scotland
  - Employer Forum
  - Skills solutions

The Alliance of Sector Skills Councils

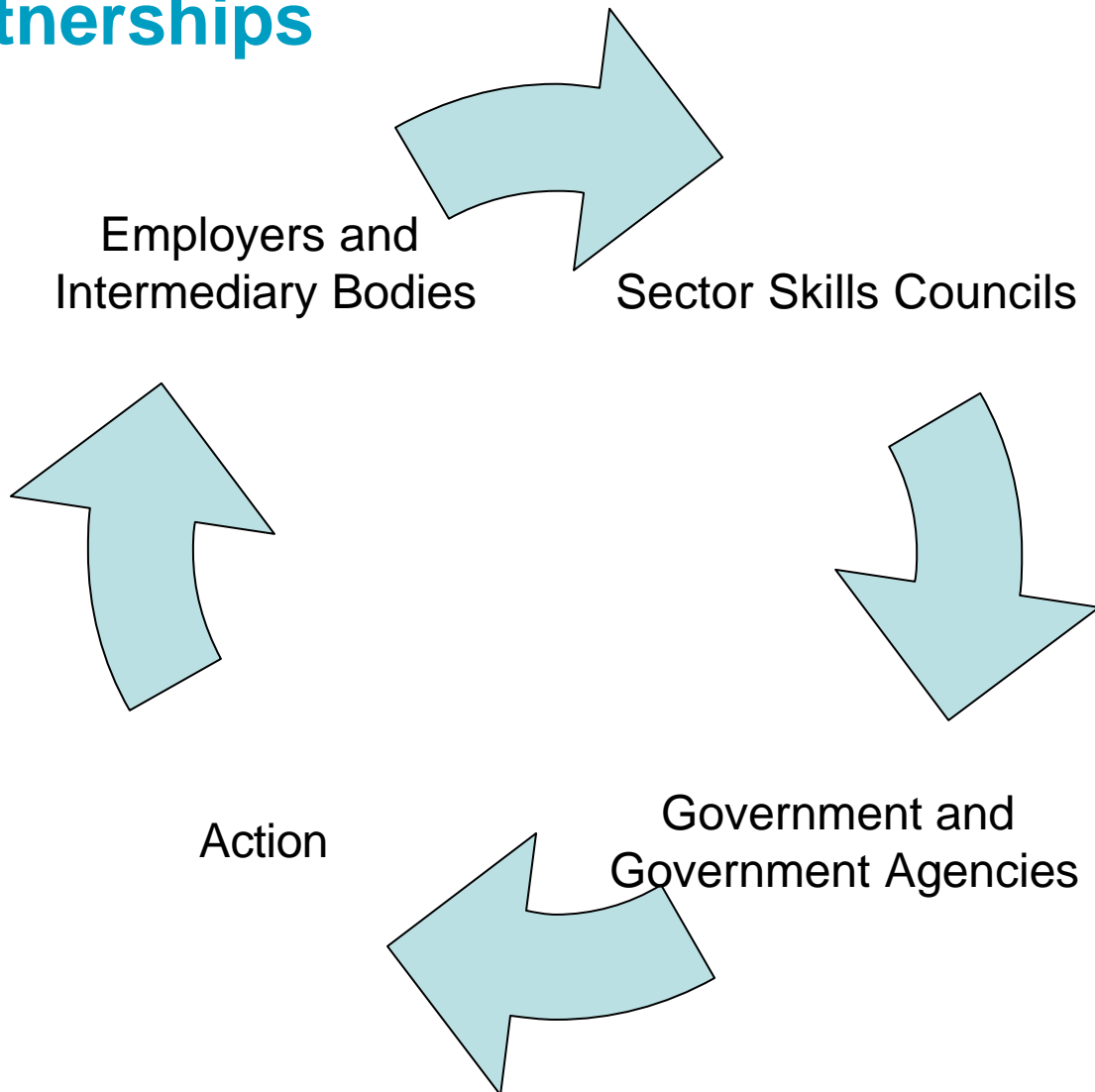
## Labour Market Information – the big picture!

<b>Skills needs assessment</b>	To research sector labour, skills needs and training
<b>Understanding supply</b>	To research the current and planned availability of sector training
<b>Gap analysis and market testing</b>	Comparing current and future demand and provision
<b>Action with employers</b>	With employers develop ideas and plan solutions to fill the gaps identified
<b>Action planning</b>	Negotiate and develop Action Plans which meet employer needs

## Design and Delivery of Learning

- National Occupational Standards
- Scottish/National Vocational Qualifications (S/NVQs)
- Apprenticeship Programmes
- HE Programmes
- Awarding Bodies (SQA/City and Guilds)
- Partnerships with colleges, private providers and universities
- Scottish Funding Council
- Skills Academies

# Partnerships



## Skills - the Big Issue?

The driving forces

- emission targets
- Building targets
- Managing generation
- The impending capacity gap
- Sector attractiveness
- Training capacity
- Emerging technology
- Etc.etc.etc.....

**We know there is an issue but on what scale?**



## The way forward

- Renewables Strategy
- Establish Steering Group/s
- Carry out appropriate research
- Employer engagement is critical
  - Research
  - Scottish Renewables
  - Standards, qualification design and training facilitation
- Influencing Stakeholders (in conjunction with industry)
  - FREDS Skills Sub-group
  - Scottish Funding Council's Energy Forum
  - Influencing the funding review



## Kicking off change



**can be quite frightening!!!**

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