

Meeting the Skills Challenge



Jim Brown
Head of Renewables

Why are skills important?

- Ageing workforce
- Diminishing talent pool
- Existing skills shortages and gaps
- New / changing technologies
- Growing content of occupations
- Global competition for talent
- STEM uptake schools colleges and universities
- Reducing trend of training offered by FE and HE
- Limited interaction between FE / HE and Industry

**Skills development lags behind the
economic development of the sector**





Industry's Response

Industry Collaboration



Workforce Challenges - Industry Intelligence



Attracting the Right People



Standards and Qualifications



Education and Training Provision



Working with Governments and Agencies



Key Activities

Industry Collaboration

- Renewable UK Skills Accords
- National Skills Academy for Power

Workforce Challenges Industry Intelligence

- Renewable Energy Skills Strategy (DECC)
- Workforce Planning Model
- Research

Attracting the Right People

- STEM Outreach Skills Accord
- Sector Value Proposition

Standards and Qualifications

- Renewable Energy Apprenticeship Programme
- Wind Turbine Operation and Maintenance
- What else?

Education and Training Provision

- Database of Provision
- National Skills Academy for Power
- Facilitation with other National Skills Academies

Working with Governments and Agencies

- Renewable UK's SESG
- Low Carbon Steering Group
- Migration Advisory Committee



The Scale of the Challenge – Workforce Planning Model

Industry specific assumptions by skill set

Including:

- salary & training costs
- level of competence
- retirement age
- natural wastage

EU Skills aggregate data and report Sector view

Data Entry

Scenario Planning

Results & Reporting

- Workforce age profile
- Workload
- Opex/Capex % split

Use model to balance deficits and determine recruitment strategy

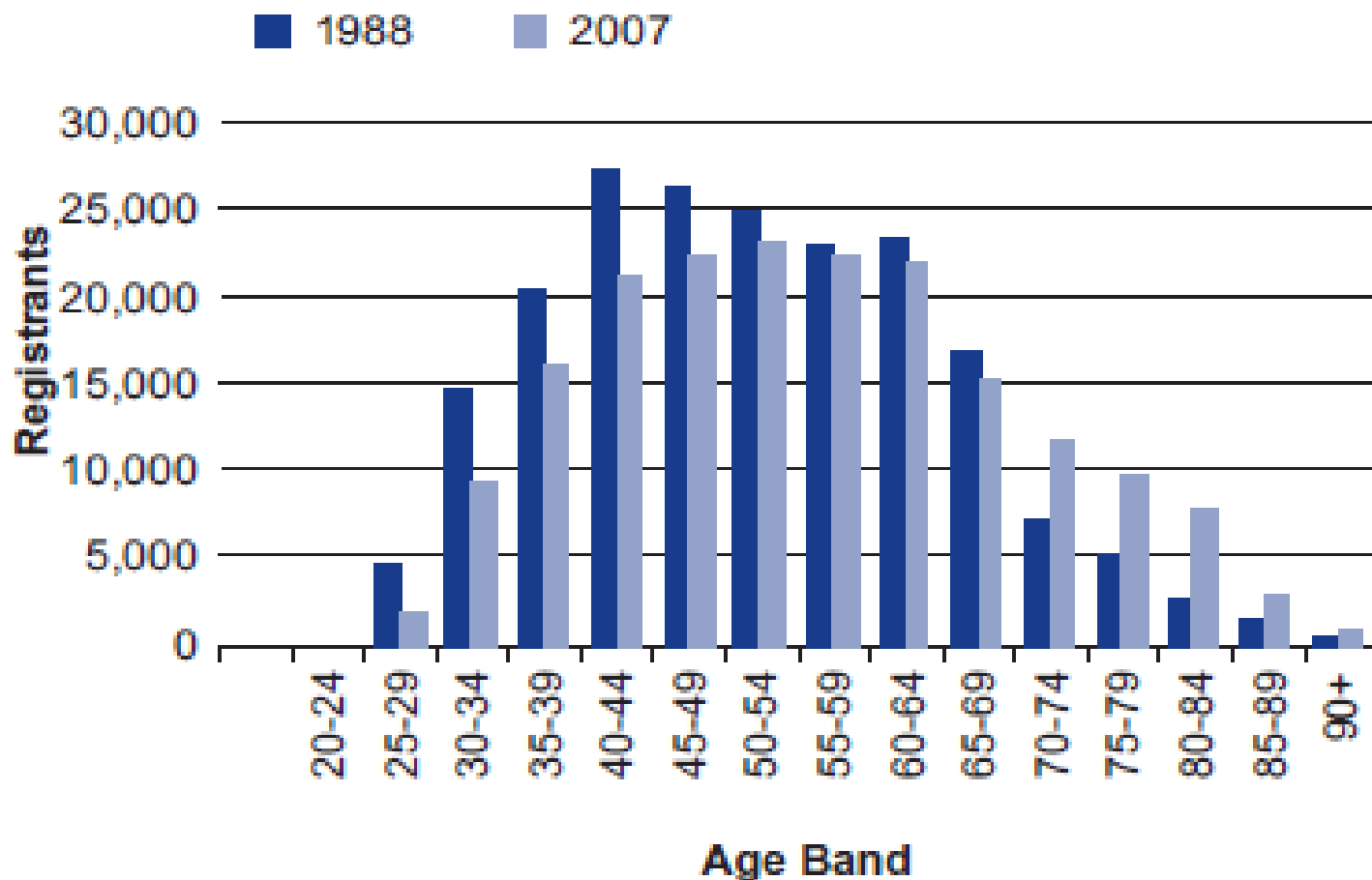
Review & report recruitment numbers and costs

How will you fill your skills shortages?

Skills Source	Percentage of shortage to be filled from this source
Recruitment from school or university onto a training programme	42%
Upskilling an existing employee	20%
Recruitment of an already skilled craftsperson, technician or engineer	38%

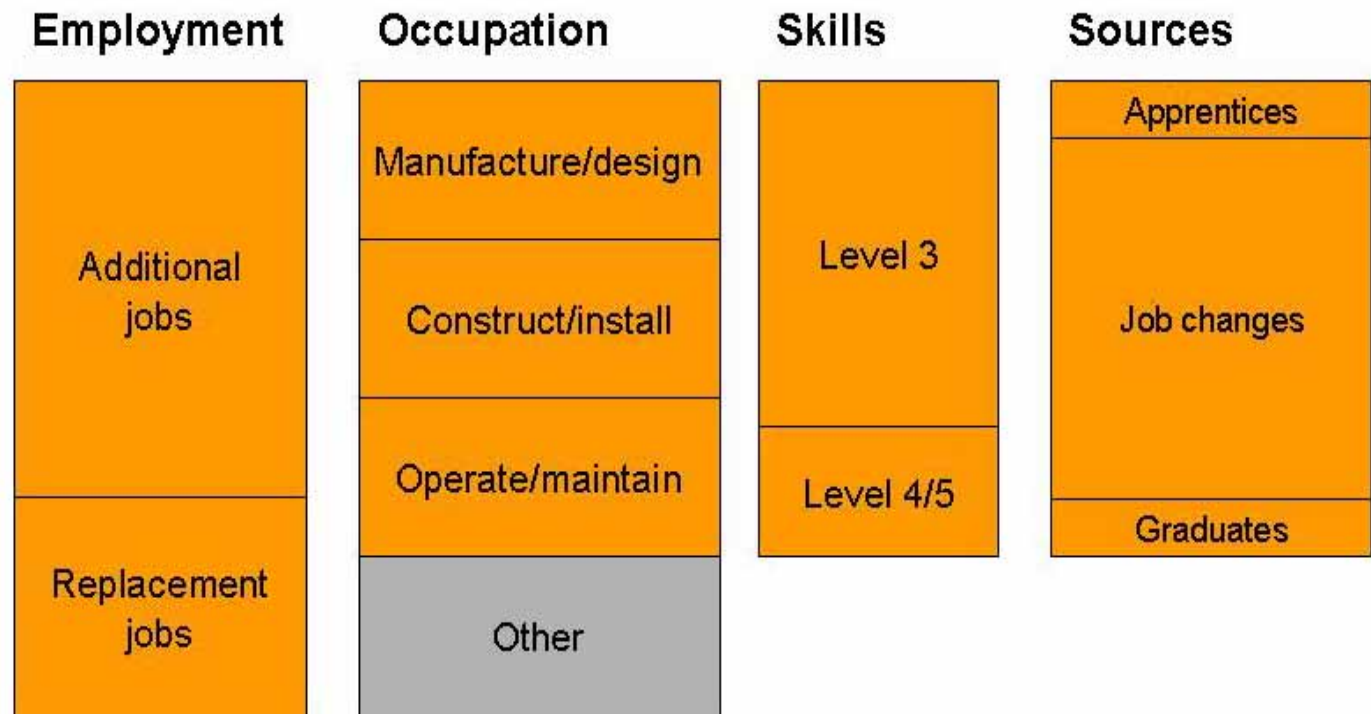
Who
from ?

Chartered Engineer Age Profile

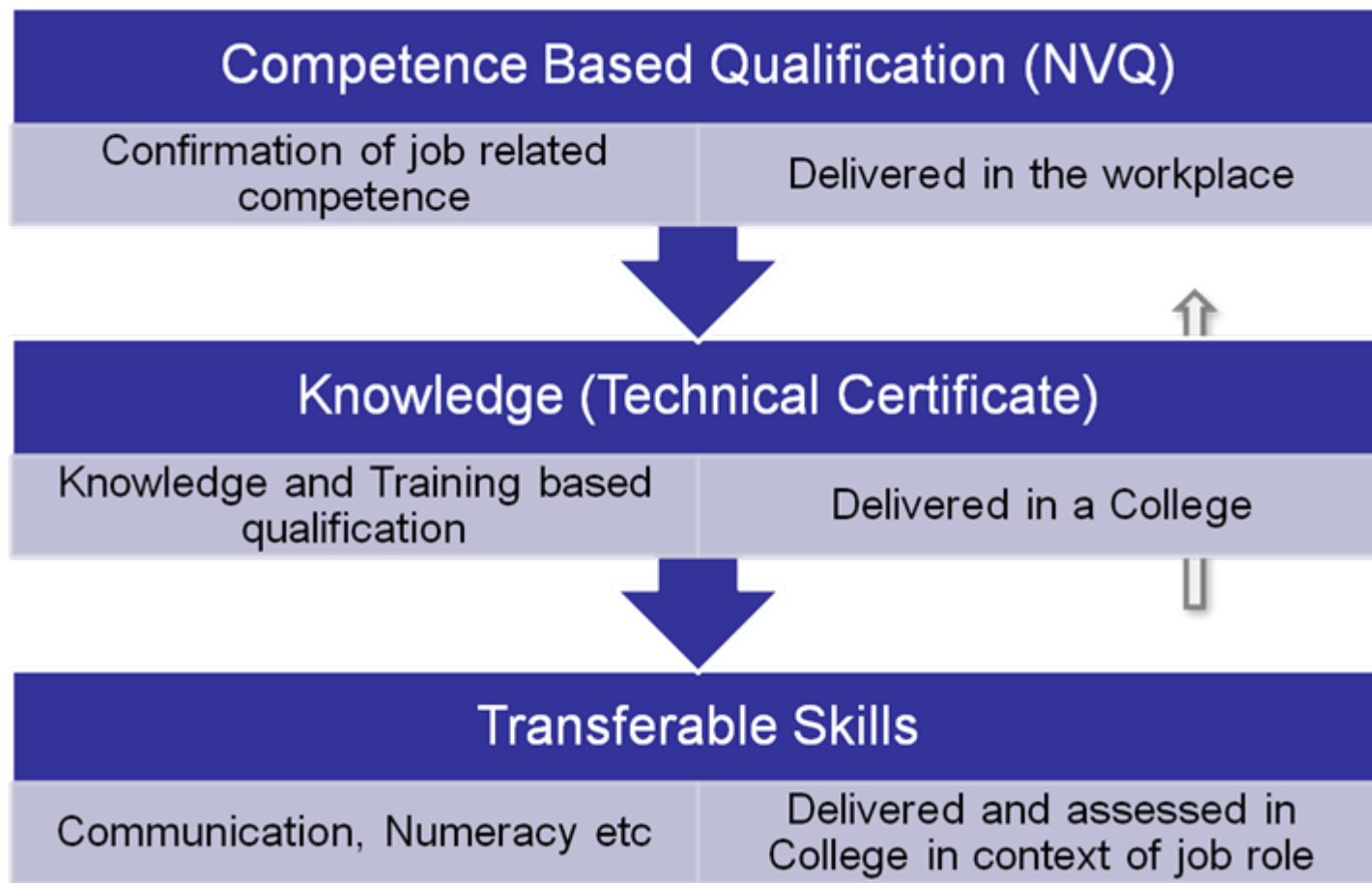


Source: EC^{UK}

An employment model for Energy to 2020



Wind Turbine O&M Apprenticeship



There are many more already available.

What else?

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