

## Bridging the Offshore Wind Skills Gap



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Led by:

energy&utilityskills

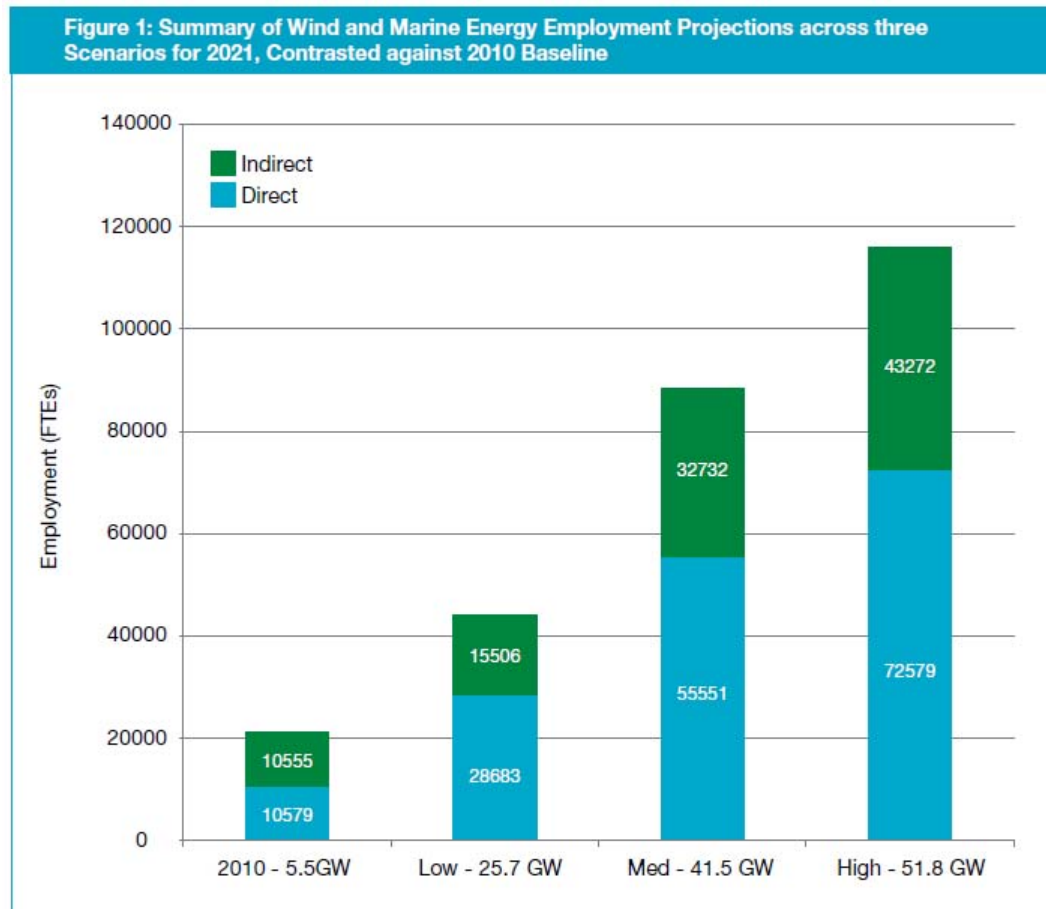
ABB | Alstom | Balfour Beatty Utility Solutions | Carillion Utility Services | CE Electric UK | Enterprise Power Services | E.ON UK | Freedom Group | G4S | Mainstream Renewable Power | Morgan Sindall | Morrison Utility Services | National Grid | Scottish & Southern Energy | Scottish Power | Siemens | UK Power Networks |

## The Offshore Wind Skills Challenges

- Exceptional Growth
  - 500% increase in staff between 2010 and 2020
- Accurate expression of skills requirements
  - Clear Skill Sets and Role Descriptors
  - Linked to deployment schedule
- Fit for purpose provision
  - Programme content meeting employer needs
  - Provider capability
  - Provider capacity
- Time Lag
  - Between expression of skills requirements and provision development
  - Between recruitment and competence

## Exceptional Growth

'Working for a Green Britain vol 2' is a report commissioned by Energy and Utility Skills and Renewable UK, published 2011.



- <http://www.power.nsacademy.co.uk/services/research/>

## Fundamental questions for the North East

Accurate expression of skills requirements

How do employers:

- define the roles expected to be created by 2020?
- calculate how many people are required and when?

Fit for purpose provision

How do we:

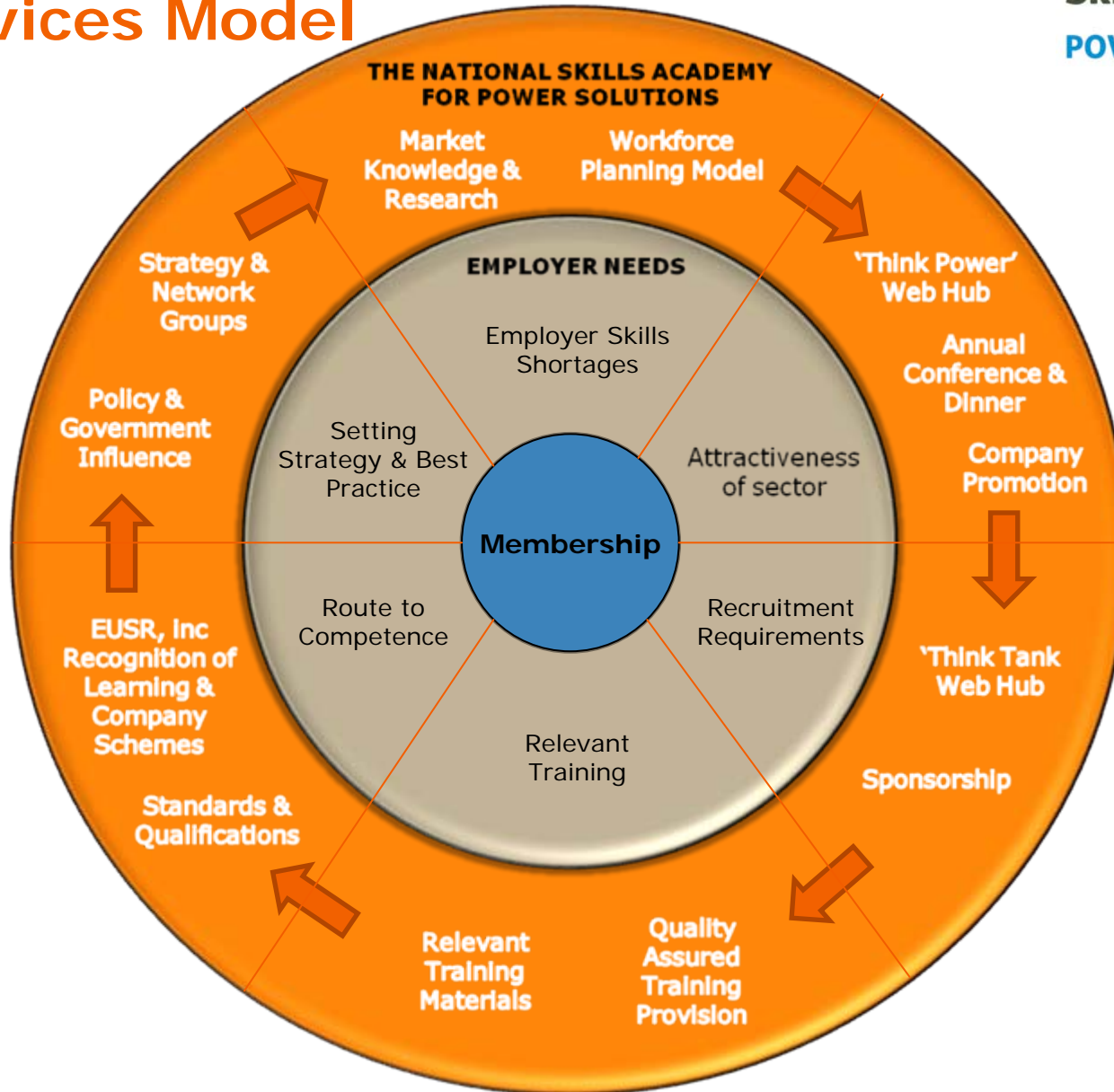
- source the training required?
- make sure that the training is ready when required?

Time Lag

How do we:

- collaborate to support providers?
- smooth the recruitment of staff, as an industry, to avoid unrealistic training demands towards the end of the decade?

# The Skills Academy Products & Services Model



**FOR FURTHER INFORMATION ON THE  
RENEWABLES WORK OF THE  
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