

Policy priorities for realising the UK's ambitions for green skills and jobs

May 2023

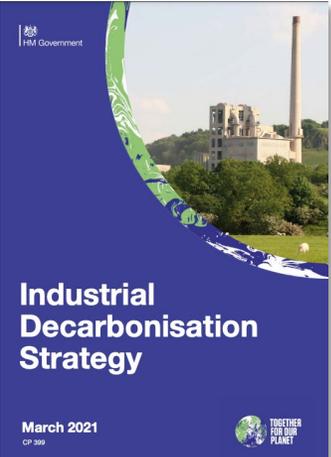
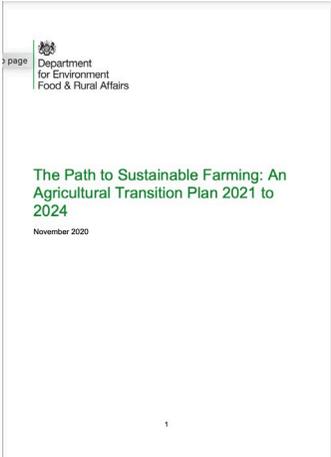
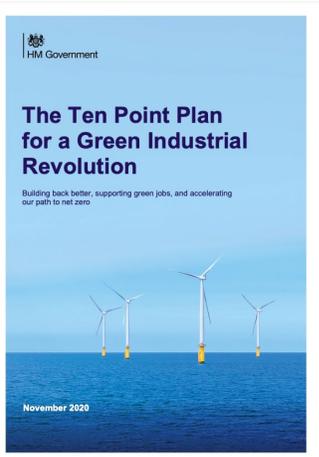


Department for
Energy Security
& Net Zero



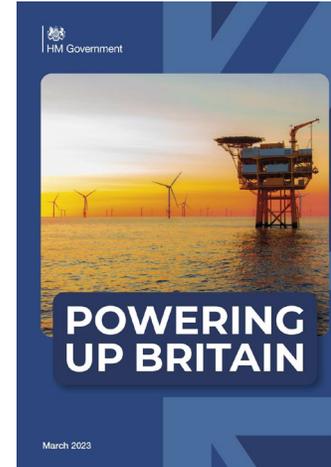
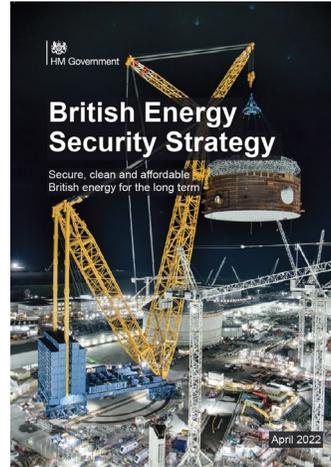
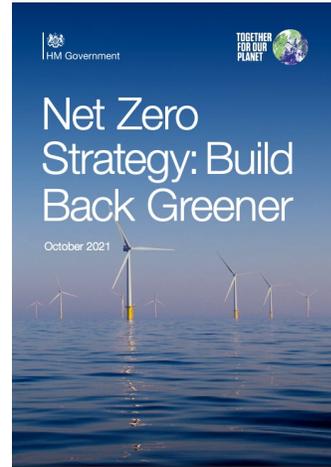
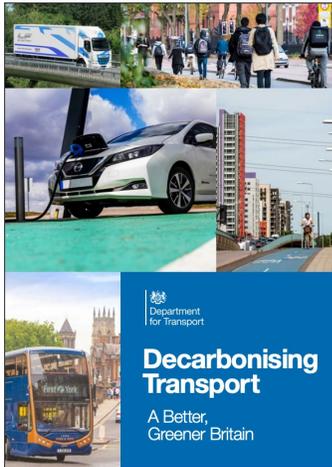
Since start of 2020 the UK has published a series of strategies on Net Zero and tackling climate change – including the Net Zero Strategy in 2021

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Mar 21

Mar 21



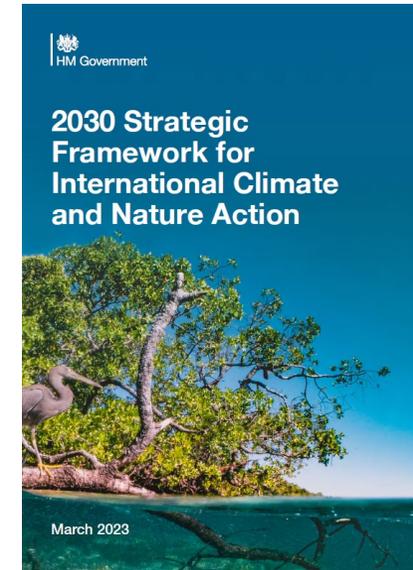
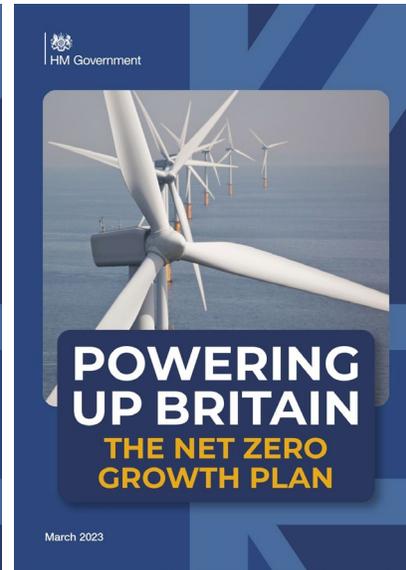
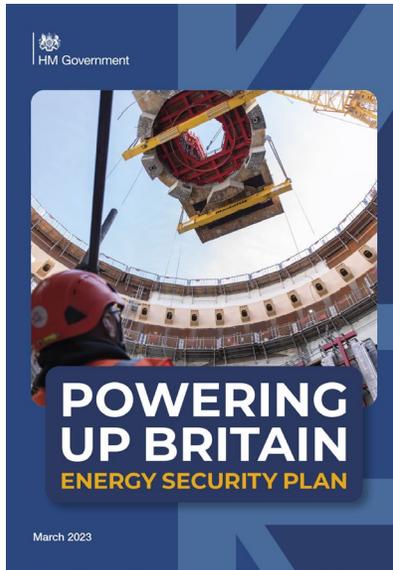
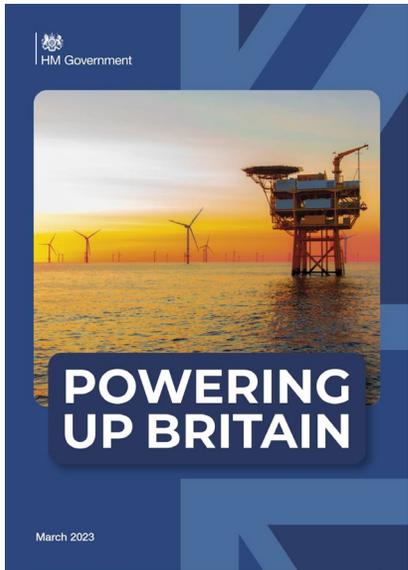
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Most recent set of publications came out in March of this year

The 2023 Powering Up Britain sets out the department's approach to delivering energy security and net zero, and acts as an introduction to **Powering Up Britain: Energy Security Plan**, and **Powering Up Britain: Net Zero Growth Plan**, both of which are complementary and should be read alongside each other.

In parallel, numerous other related publications were released, such as:

- **2023 Green Finance Strategy**
- **2030 Strategic Framework for International Climate and Nature**
- **International Climate Finance Strategy**



Together for People and Planet
UK International Climate Finance Strategy



Ensuring we have the right skills within the UK workforce is key to net zero



1 in 5 UK workers to experience shifting demand for skills, through transition to net zero¹

- **Current UK labour market is tight.**
- Net zero need for roles and professions already within the workforce but needed to a greater degree, application of skills to new technologies and retraining within existing professions.
- Skills requirements that are both **sector-specific and cross-cutting.**
- Examples:
 - Construction Industry Training Board - up to 350,000 extra FTEs in construction required by 2028.
 - Heat Pump Association - 50,200 qualified heat pump installers needed by 2050.

Certain trends that exacerbate this need/present additional challenges:

- Ageing workforce and increased economic inactivity of older workers
- Sectors needing to draw on the same pools of skilled workers simultaneously.
- Attracting and retaining teachers/trainers.

How has Government approached this challenge – Green Jobs Taskforce

What was the Green Jobs Taskforce?

- Group of industry, trade union, academic community and skills sector stakeholders convened by BEIS and DfE ministers.
- Independent evidence base of future skills needs and set of recommendation

<p>1. Support a Green Recovery and ensure we have the immediate skills needed</p>	<p>2. Develop a long-term plan for the skills needed for the net-zero economy over the next decade</p>
<p>3. Ensure green jobs are goods jobs and open to all</p>	<p>4. Support workers in high carbon sectors to transition and retrain</p>

15 independent recommendations for government, government and the skills sector:

<p>Theme 1: Driving investment in net zero to support good quality green jobs in the UK</p>	<ol style="list-style-type: none"> 1 A long-term detailed plan for net zero 2 Use NZ policy to promote jobs and skills 3 Extend green recovery programmes 4 Ensure green jobs are good jobs 5 Establishing a national body and local bodies to ensure coherence and momentum
<p>Theme 2: Building pathways into good green careers</p>	<ol style="list-style-type: none"> 6 Prioritise industry action on diversity 7 Climate change in the curriculum 8 Attracting and retaining teachers and trainers 9 Green careers pathway and advice 10 Training pathways
<p>Theme 3: A just transition for workers in the high-carbon economy</p>	<ol style="list-style-type: none"> 11 Employer-led FE system to deliver net zero 12 No worker left behind 13 Industry led skills and transition plans 14 Prioritise investing in high carbon transition 15 Support local economies to diversify

How we are accelerating our delivery in 2023/24

- **Green Jobs Delivery Group:** Since delivering a net zero workforce transition needs joint action by government, industry, and the education sector, the government has established the Green Jobs Delivery Group, co-chaired by ESNZ and industry.
- Discussing potential actions by industry and government around upskilling/reskilling, retention, and increasing recruitment pools by tackling inactivity, improving diversity etc.

Objectives

1. Ensure future pipeline of talent for net zero economy and wider environmental goals.
2. Support workers in high carbon sectors with the transition.
3. Understand + address barriers to recruitment, retention and progression.
4. Ensure green jobs are open to all.
5. Develop understanding of green economy and how to measure it.

Industry members

- Net zero and Environmental Improvement Plan business sectors (e.g. energy, automotive, environment, buildings etc.) + trade and industry bodies
- Skills sector, Academia & Local government

Lifespan: Group active to end of this Parliament.

Ministerial members



Minister Stuart
ESNZ
Co-Chair



Minister Halfon
DfE



Minister Opperman
DWP



Lord Benyon
Defra



Michael Lewis

Chief Executive of E.ON UK, and
Chair of Energy and Utilities Skills Partnership
Industry Co-chair [due to join UNIPER SE in Spring 2023]



How we are accelerating our delivery in 2023/24

- Will publish a **Net Zero and Nature Workforce Action Plan in 2024**
- Green Jobs Delivery Group established a **pilot power and networks workforce working group**
- In the **Powering Up Britain** plan, the power and networks working this group committed to conduct the first **sectoral workforce assessments** and set out their process for doing so.
 - Industry will conduct and collate research on workforce demand and skills gaps within the power and networks sectors.
 - Industry will next map and identify gaps in routes to competence, including through apprenticeships, qualifications, and industry schemes
- Keen to work with others sectors to conduct similar assessments throughout 2023



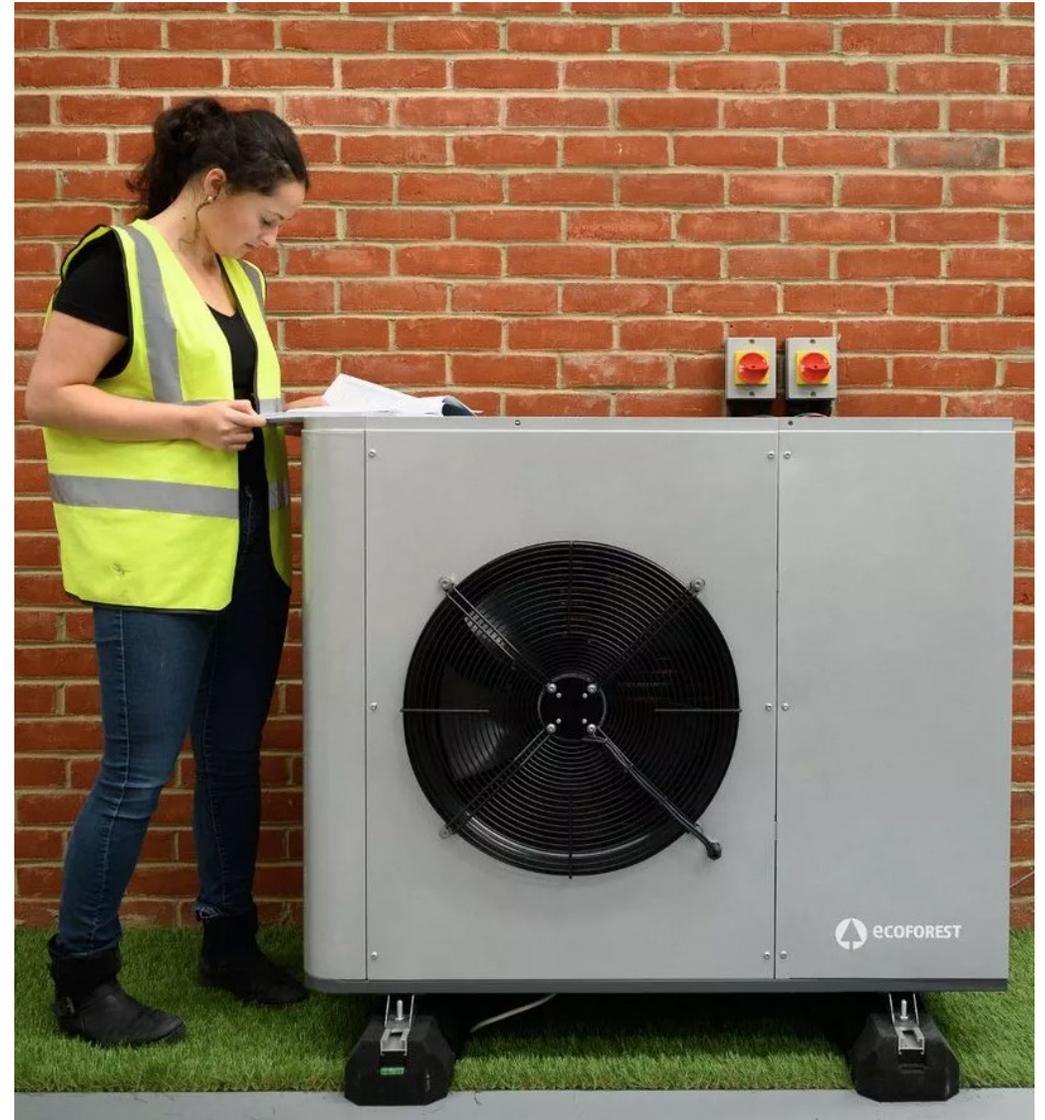


Thank You



How we are accelerating our delivery in 2023/24

- **Funding for skills:** In England, DfE is investing an additional £3.8 billion in skills by 2024-25.
- **Occupational maps:** Institute for Apprenticeships and Technical Education (IfATE) improving its occupational maps & adding a new 'green occupation' filter so that employers and learners can see which apprenticeships and technical qualifications support a green career.
- **More dedicated schemes:** ESNZ has announced an additional £5 million to support low carbon heating training, expected to support around 10,000 training opportunities, which is starting in April 2023 and continuing until March 2025.
- **Wide range of programmes:** DfE and industry are working together to train the existing workforce for the net zero transition through programmes including **Skills Bootcamps, Free Courses for Jobs, higher technical qualifications, and apprenticeships.**



DfE's skills programmes are already responsive to green sector needs and allow individuals to train, retrain and upskill.

		16-19	19-23	24+	Current or planned provision linked to green sectors
Work-based	Skills Bootcamps (Level 2 – 5)		Flexible training courses for aged 19 and over to fast-track specialist skill development, for existing or new talent for your business. (No cost if co-designing courses for new employees; 30% co-funding arrangement if training existing employees, 10% for SMEs)		Delivering a range of Skills Bootcamps , including those that deliver skills to support sustainability and the green industrial revolution, such as retrofit construction, electric vehicles, and woodland management
	Apprenticeships (Level 2 – 7)		Paid employment for over 16s, combining work and study in a job allowing you to develop your workforce and business. Minimum duration of 12 months and 20% off-the-job training, leading to full competence in the occupation. Funding available to employers of all sizes. (Employers who do not pay the apprenticeship levy pay 5% of costs)		Over 100+ apprenticeship standards supporting green skills as identified by the (GATEAP) Other standards such as engineering and manufacture being reviewed by employers for suitability. Portable , Flexi-job and Accelerated Apprenticeships available.
Classroom-based	T Levels (Level 3)	T Levels - rolling out from 2020, Provide a 45-day (315 hours) industry placement. (Fully funded)			Engineering for construction T Level launched Sept 21 covers retrofit and heat pump installation. From Sept 22, new T Levels in Engineering, Manufacturing, Processing & Control. Agriculture, Land Management and Production available by Sept 23.
	Free L3 Quals (Level 3)		Free Courses for Jobs – high-value Level 3 for adults without full L3 qualification. Eligibility expanding from April 2022 to unemployed adults, or those earning under National Living Wage. (Fully funded for eligible adults)		Over 400 free qualifications at Level 3 in Agriculture, Building and Construction, Engineering, Environmental Conservation, Horticulture and Forestry and Science.
	IoTs (Levels 3 – 6)	Institutes of Technology are collaborative interventions between FE and HE providers, and employers. Provision is responsive to local labour market demand. IoTs specialise in L4/5 provision in STEM subjects. Wave 1 cohorts started in September 2019. Wave 2 will introduce 9 further IoTs by the end of the Parliamentary term.			IoTs offer specialisms in STEM and green sectors such as zero carbon energy production and sustainable engineering. Wave 2 of IoTs (2022) to deliver in wider green sectors.
	HTQs (Levels 4 – 5)		Higher Technical Qualifications (HTQs) are new or existing level 4 and 5 qualifications approved by the Institute for Apprenticeships and Technical Education as covering the knowledge, skills and behaviours employers need. We are rolling out HTQ cycles from 2022 until 2025.		LLE will pilot short course provision at Levels 4-6 to support in-work adults upskill/retrain in STEM/net zero subjects. HTQs (Levels 4-5) rolling out from Sept 2022 in digital, construction and engineering.



DWP Labour Market Provision Overview

Jobcentre Plus

IWS JCP Offer

- Work coach and claimant agree what the claimant will do to move towards work
- Weekly work search review until 13 weeks
- WC discretion thereafter of either weekly or fortnightly meetings
- Signposts claimant to additional support if needed e.g. CV workshop

Targeted JCP Support

- In-work Progression offer to help in-work claimants increase their earnings
- Additional Health Journey WC time
- 50PLUS: Choices offer
- Midlife MOT

Specialist Advisers

- School advisers
- Prison work coaches
- Disability employment advisers (DEAs)

FSF (including upfront childcare costs)

Find a Job

Job help

Employers and Partnerships (EAs, NEPT, SPMs, etc)

Contracted Employment Provision

Restart

Offers medium intensity support for those 9 months+ unemployed. Restart closes to new starts Summer 2024.

Work and Health programme

Offers tailored support primarily for disabled people and disadvantaged groups who are motivated to work. The WHP has been extended to September 2024 providing additional support for around 100,000 people.

IPES

Provides intensive support for disabled people with complex barriers to employment. Capacity to provide support to over 11,000 disabled people by December 2023.

Sector based work academy programme

Target: 80,000 England/Scotland 22/23

Offers from across Government

DLUHC: Levelling up
DfE: Skills, Childcare
DCMS: Digital Skills Offer
DBT, DCMS, Defra, DFT, DSIT: Priority Sector leads
DBT: Employment rights, employer relationships, Green jobs, future of Work, SME and Self Employed support

Health and Disability

- Access to Work
- Intensive placement and support
- EAs in IAPT
- Disability Confident
- Universal Support

Youth Offer

- Intensive support and work coach interventions
- Youth employability coaches (YECs)
- Youth Hubs

Other Provision

Skills system

*Working alongside DfE
National careers service*

- Apprenticeships
- adult apprenticeship budget
- Lifetime Skills Guarantee
- Multiply
- Skills Bootcamps
- Traineeships

UKSPF and UKCRF

Working with DLUHC
Supporting the Governments Levelling up Agenda. Objectives to support people and skills, local business and communities and place. Providing support for Inactive Groups