

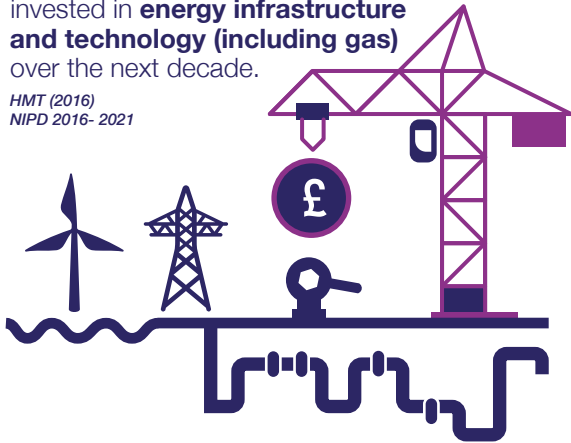
CHARACTERISTICS OF THE INDUSTRY

SKILLS CHALLENGES

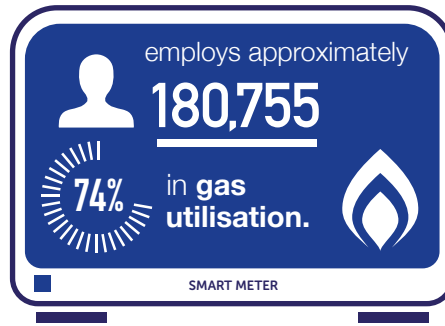
Over £100bn

of the infrastructure pipeline will be invested in **energy infrastructure and technology (including gas)** over the next decade.

HMT (2016)
NIPD 2016- 2021



THE GAS INDUSTRY



The majority of the gas utilisation workforce is employed in skilled trade occupations whereas proportionately more of the gas transmission and distribution workforce is employed in the professional occupations.

ONS (2017) Business Register and Employment Survey

A DIFFERENT MIX OF CROSS SECTOR AND SPECIALIST SKILLS

will be crucial for the gas industry of the future.

HM Treasury, (2015) National Infrastructure Plan for Skills, HMT



There is a **greater future need for high level and technical skills**, due to diversification of technologies and gas sources and multiplication of network input points.

EUSG (2013) Foresight: Overview of key findings



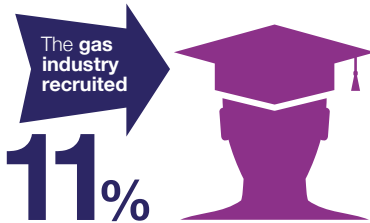
vacancies will need to be filled during the next decade as a result of employees either retiring or leaving through normal staff turnover

EUSG (2016) Workforce Planning Research Results



of the technical workforce is aged **over 55 years.**

EUSG (2016) Workforce Planning Research Results



of **university leavers** who joined the energy and utilities sector in 2015/16.

EUSG (2017) HESA Data Analysis
Higher Education Statistical Summary 2015/2016

THE WORKFORCE IS MALE DOMINATED



higher than the all sector average of **53%.**

ONS (2017) Labour Force Survey
(4 quarter average Jan-Dec 2016)



13% of the workforce is from a **Black, Asian and minority ethnic (BAME)** background compared to 12% across all UK sectors.

ONS (2017) Labour Force Survey
(4 quarter average Jan-Dec 2016)

NON-UK NATIONALS ACCOUNT FOR



of the total workforce compared to the UK all sector average of **11%.**

ONS (2016) Labour Force Survey
(4 quarter average Jan-Dec 2016)



Of all the apprenticeships started in the energy and utilities sector, in 2014/15, **50%** were in 'electricity, gas, stem and air conditioning'.

London Economics (2017) The incidence of apprenticeships in England



The highest level of apprenticeship expenditure is amongst the larger levy paying businesses, equating to approximately **93%** of the total expenditure (contrary to the UK average of **43%**).

DfE (2016), Information on apprenticeship levy: data drawn down by size and sector and the total apprenticeship budget

Unless otherwise stated, all figures relate to the Gas industry specifically.