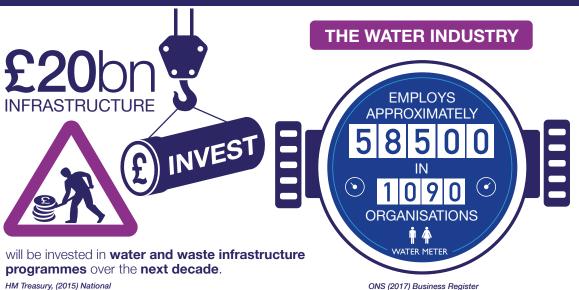
THE WATER INDUSTRY: WORKFORCE AND SKILLS PROFILE: KEY FACTS AND FIGURES



CHARACTERISTICS OF THE INDUSTRY

SKILLS CHALLENGES

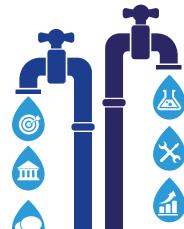


A DIFFERENT MIX OF **NEW, MORE INNOVATIVE AND PRODUCTIVE TECHNIQUES** WILL BE CRUCIAL FOR THE WATER

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

INDUSTRY OF

THE FUTURE.

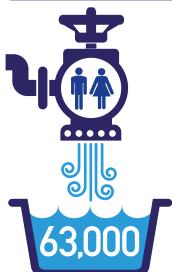


The analysis indicates skills shortages at two levels:

Professional skills: these include commercial strategy and negotiation specialists, regulatory analysts, legal experts and stakeholder management.

Technical skills: these include R&D in chemical and biological engineering, meter installation, water efficiency and leakage prevention.

EUSG (2013) Foresight: Overview of key findings



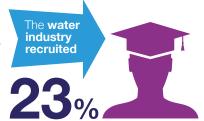
Infrastructure Plan for Skills, HMT

vacancies will need to be filled during the **next** decade.

EUSG (2016) Workforce Planning Research Results

AN AGING WORKFORCE





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

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

12% BAME

and Employment Survey

12% of the workforce is from a Black. Asian and minority ethnic (BAME) background.

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

THE WORKFORCE IS

MALE DOMINATED



THE INDUSTRY EMPLOYS **PROPORTIONATELY MORE OF ITS** WORKFORCE IN:

- professional
- associate professional
- and skilled trade

occupations than other professions.

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

higher than the all sector average of 53%.

24%

20%

17%

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



the larger businesses spend most on apprenticeships, equating to approximately 67%.

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

Of all the apprenticeships started in the energy and utilities sector, in 2014/15, **50%** were in the 'water supply, sewerage & waste management and remediation activities'.

London Economics (2017) The incidence of apprenticeships in England

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