



ENERGY & UTILITIES
SKILLS PARTNERSHIP

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Keynote Address:

Our Sector Skills Strategy - One Year On

Partnership Members



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The Skills Challenge Today

- Sector provides essential services to the UK
- Largest single contributor to the National Infrastructure Plan
- Rapidly changing industry
- 221,000 vacancies to be filled over next decade
- Different skills will be required
- Demand for 'STEM' graduates will increase
- Sector not as attractive as it should be

Skills Partnership – Recognition of the Challenge

Skills Partnership Strategic Priorities



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Priority 1: Sector Attractiveness and Recruitment

- Create and communicate a compelling sector value proposition
- Encourage Diversity
- Work with schools and colleges
- New approaches to talent attraction and retention

Skills Partnership Strategic Priorities



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Priority 2: Maximise Investment in Skills

- More accessible entry routes to employment
 - Apprenticeships
 - Traineeships
- Derive maximum value from Apprenticeship Levy
- Invest in retraining, upskilling and retention
- Encourage supply chain investment through procurement

Skills Partnership Strategic Priorities



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Priority 3: Address Anticipated Skills Gaps & Shortages

- Collectively improve long term workforce planning
- Enable workforce mobility and easier transfer
- Consistent quality of training
- Continue to attract non-UK based skilled workforce



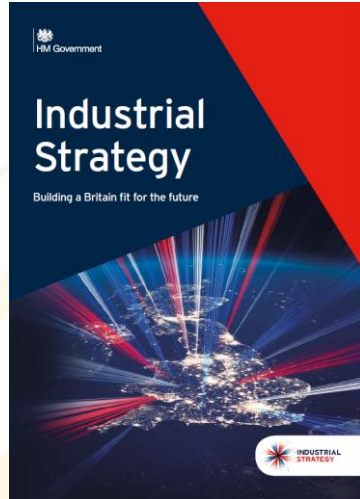
What we are achieving?

- Power, gas, water and waste making one coordinated effort
- Embedding workforce resilience into regulatory price reviews
- Working with governments, seeking 1 guiding UK labour market strategy
- Mass talent attraction (Talent Source Network) reached 2 million people
- 60% female inquirers to Talent Source Network portal
- Increasing productivity – Procurement Skills Accord securing measured increase in training investment
- Leading apprenticeship delivery - 1 in 5 of all apprentices graduating
- 90% of those are power

Example - Working With Governments

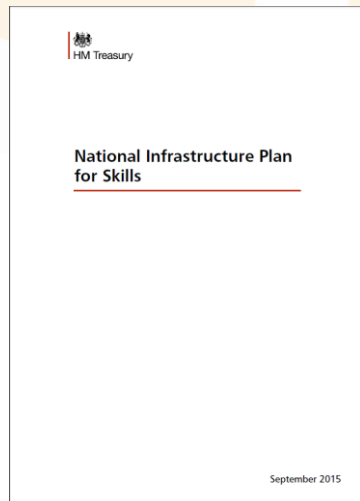


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*“.....it epitomises my belief in a strong and strategic state that intervenes decisively wherever it can make a difference. It is rooted in the conviction that a successful free-market economy must be built on firm foundations: **the skills of its workers, the quality of the infrastructure**, and a fair and predictable business environment. And where these are missing it takes energy and partnership between government and the private sector to address the problems.”*

The Prime Minister



*“Investment in infrastructure is a vital element of improving the UK’s productivity. **With infrastructure output in the UK predicted to continue to grow, government and industry need to work together to ensure we have the right people with the right skills to deliver the ambitious pipeline of £411 billion of planned public and private investment to 2020 and beyond. This growth is happening in an increasingly competitive global infrastructure market.**”*

Example - Working With Regulators & Unions



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Dermot Nolan, Chief Executive, Ofgem



Dermot Nolan, Chief Executive



“The clean, reliable and affordable supply of energy is vital to customers and communities across the land. The development of a smarter, more flexible energy system and increasing use of smart technologies will transform the way our industry operates in the decades to come.

“Delivering this future vision will be very challenging, particularly as many skilled people in the energy industry will soon retire. Not only do they need replacing, but more advanced skills are required to deliver the technological changes that are central to the future of the industry.

“Success is dependent on attracting talented people into the sector from diverse backgrounds and developing the advanced skills that are needed. The Energy & Utilities Skills Partnership and their comprehensive workforce renewal and skills strategy offers a blueprint to achieve this challenging objective.”

Dai Hudd, Deputy General Secretary, Prospect

“As a leading and progressive Trade Union in the Energy Sector, Prospect is proud and enthusiastic about being associated and involved with this launch. The continued commitment to the application of National Occupational Standards, for the vocational training and Apprenticeship Programmes, bring added confidence to the underlying strength and purpose of the workforce renewal and skills strategy.”

Dave Prentis, General Secretary, UNISON

“A well-trained, well-skilled workforce is essential for assuring the resilience of the utility sector and for maintaining the delivery of high quality services. UNISON has long campaigned for greater awareness of skills shortages and professional development in the workforce, and so we welcome the launch of this new strategy and the renewed focus the Energy & Utilities Skills Partnership brings to our members who are absolutely essential to

Justin Bowden, National Secretary for Energy, GMB

“You need look no further than the shortfall in Smart Meter Installers than to realise how important and how welcome this new Skills Strategy is for the success of UK plc going forward. GMB has long argued that the energy sector has a hugely important role to play in driving the post-Brexit economy and a well-trained and highly skilled workforce will be fundamental to the achievement of that goal and sustaining the sector.”

Example - Collaborating to Attract Talent



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- Close to 2 million people already since pilot trial start
- Achieving contacts - 60% female
- Over 2,700 work-ready people seeking employment now



Example – Maximise Value from the Levy

- 1st sector to secure Ministerial sign off of a Trailblazer in England
- 1st sector to ever graduate Trailblazer apprentices through the new system
- 1st utility end point assessment body to reach 100 apprentices graduated
- 1 in 5 of all current English apprenticeships completed – 511 so far
- Power sector represents 90% of graduations – NSAP a big part of this success
- 100% success rate in securing the maximum possible funding for utility employers
- 92 organisations have worked with 7 universities to build sector approach
- Now have 38 career pathways from Level 2 to Level 7 Masters



Example – Investment in Training



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Awards Celebrated
Procurement Initiative's
Success in Driving Skills
Investment

Twenty-eight energy and utilities
companies have received an award for
promoting investment in skills and training
through the Procurement Skills Accord.



9 Lead Organisations



31 Supply Chain
Organisations





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Trialling Competency Accord in power sector first



Accelerates DNO authorisation of technical staff



Saves time and money – standards recognised across the industry



Linked to a cross sector skills register



Eliminates duplication of training



Ensures high standards in health and safety



Identifies training needs



Developed by industry for industry

Developed by



Endorsed by:



Supported by:

28 companies

Conclusion

- Energy and water sectors going through unprecedented change
- Aging workforce
- Skills gap
- Significant infrastructure required
- Increasing customer expectations



Cross Sector Collaboration – Utilities Are Up For It