

# Skills Strategy 2025-2030

## Year 2 Prioritisation for Impact (2026-27)

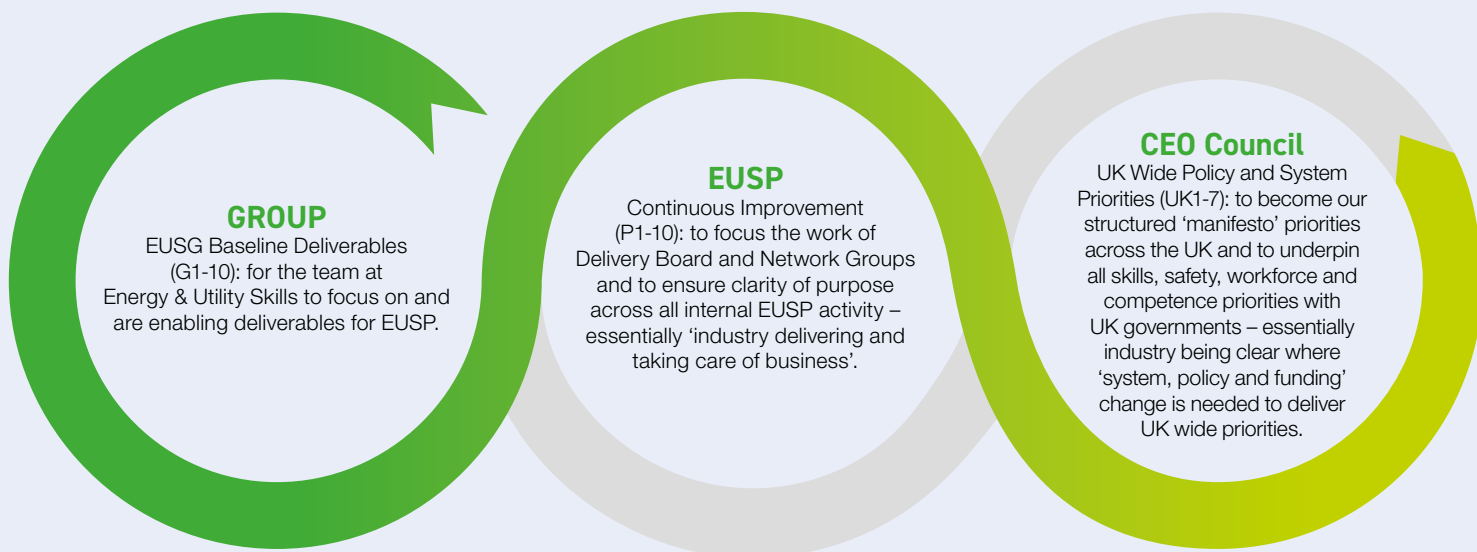
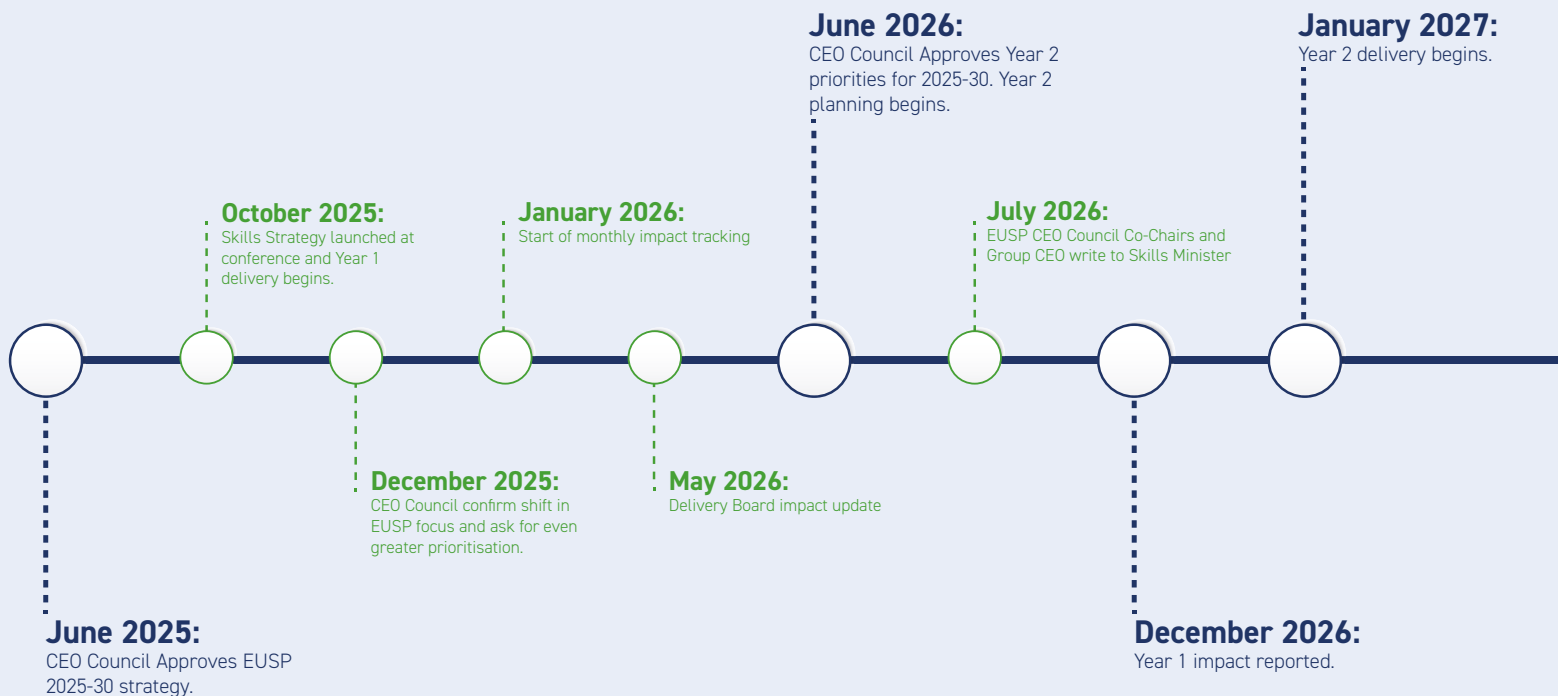
### EUSP CEO Council

Approved – June 2026



| Pillar   | EUSG Baseline Deliverables (G)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | EUSP Continuous Improvement (P)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | UK Wide Policy and System Priorities (UK)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| Research | <p><b>G1: Existing capability and resourced capacity</b><br/>Evaluate Year 1 Skills Strategy impact so that EUSG and EUSP stops, starts or scales activity based on evidence <b>(Impact: Cost, Speed)</b>.</p> <p><b>G2: Existing capability and resourced capacity</b><br/>Evaluate 2024-30 estimates and re-estimate workforce demand for 2026-2032 so industry and government plan with one set of numbers <b>(Impact: Capacity)</b>.</p> <p><b>G3: Existing capability and resourced capacity</b><br/>Deliver the published 2027 research schedule so policy and investment asks are backed by current evidence <b>(Impact: Risk reduction, Certainty and consistency)</b>.</p>                                                                | <p><b>P1: Existing capability and new focus for the partnership network</b><br/>Role model and promote workforce and competence decision making being based on nationally renowned and employer informed data and analysis <b>(Impact: Cost, Certainty and consistency)</b>.</p> <p><b>P2: Existing capability and new focus for the partnership network</b><br/>Develop a structured way of working between EUSP and the Migration Advisory Committee so that shortage evidence drives faster, clearer decisions, and supports the development of the UK workforce <b>(Impact: Speed, Risk reduction)</b>.</p> <p><b>P3: Existing capability and relationships and resourced EUSG capacity to support</b><br/>Enable any water sector jobs plan using clean energy learning so workforce action is aligned to DBT expectations, and is coordinated, investable and deliverable <b>(Impact: Capacity, Certainty and consistency)</b>.</p> | <p><b>UK1: Strengthen and unify existing EUSG and member engagement with governments</b><br/>Harness industry led research and evidence to inform supportive and enabling regulation via price controls and contracting periods to enable a truly strategic approach to resilience, growth, and long-term workforce planning <b>(Impact: Certainty and consistency, Capacity)</b>.</p> <p><b>UK2: Strengthen and unify existing EUSG and member engagement with governments</b><br/>Protect competence and safety during apprenticeship reforms so changes increase quality and supply without lowering standards <b>(Impact: Risk reduction, Quality)</b>.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Attract  | <p><b>G4: Existing capability and resourced capacity</b><br/>Deepen partnerships with endorsees, MoU partners and government departments so priorities are adopted and engagement routes are clear <b>(Impact: Speed, Certainty and consistency)</b>.</p> <p><b>G5: Partnership established and ITT launched May 2026 (close August)</b><br/>Partner and bid for the North Sea Worker service set out in the DESNZ OCEJ Clean Energy Jobs Plan so that talent moves into priority roles at pace <b>(Impact: Speed, Capacity)</b>.</p>                                                                                                                                                                                                              | <p><b>P4: Engagement and testing complete and ITT planned from August 2026</b><br/>Deliver the sector platform so that citizens, workers and employers can access routes, tools and insight in one place <b>(Impact: Speed, Cost)</b>.</p> <p><b>P5: Launched in April 2026 and year one programme planned to March 2027</b><br/>Deliver Clean Energy Jobs Plan – Social Inclusion Forum sector attraction and recruitment workstream <b>(‘Destination Energy’)</b> in partnership with DESNZ and other partners <b>(Impact: Capacity, Speed)</b>.</p>                                                                                                                                                                                                                                                                                                                                                                                    | <p><b>UK3: Defining UK wide policy is new focus for CEO Council and partnership</b><br/>Co-design sustainable employment and skills policies to specifically reduce economic inactivity and unemployment, strengthen routes into sector entry roles (RQF1), and create clear progression pathways into apprenticeships and skilled occupations <b>(Impact: Capacity, Cost)</b>.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Develop  | <p><b>G6: Existing capability and resourced capacity</b><br/>Further develop industry led occupational profiles to enable occupational mapping and a core capability planned within the potential sector platform <b>(Impact: Quality, Speed)</b>.</p> <p><b>G7: Existing capability and resourced capacity</b><br/>Align and continuously improve standards and review the current UK standard setting landscape for our sectors during 2026/27 <b>(Impact: Quality, Risk reduction)</b>.</p> <p><b>G8: Joint workstream planned and established</b><br/>Work in partnership with the DWP to co-develop a Youth Guarantee model for EUSP members consideration at a special meeting scheduled in autumn 2026 <b>(Impact: Capacity, Cost)</b>.</p> | <p><b>P6: CEO Council Priority June 2025, DWP funded pilots launched 2026, decision to scale after final pilot cohort in July 2026</b><br/>Scale Sector Entry pilot so employer RQF1 demand is met with sufficient places and providers <b>(Impact: Capacity, Speed)</b>.</p> <p><b>P7: Emerging capability enabled through new policy and existing organisational capacity</b><br/>Enable accelerated RQF3 readiness through Growth and Skills Levy approved Apprenticeship units aligned to sector-specific competence requirements <b>(Impact: Speed, Capacity)</b>.</p> <p><b>P8: Potential AI and Digital, and levy transfer capability presented at CEO Council June 2026</b><br/>Maximise levy and minimise EUSP underspend returning to HMG so that investment stays in skills and delivers productivity <b>(Impact: Cost, Capacity)</b>.</p>                                                                                     | <p><b>UK4: Defining UK wide policy is new focus for CEO Council and partnership</b><br/>Develop an adult skills devolution model that maximises place-based investment and opportunity, whilst ensuring large and UK wide employers can access simple and consistent arrangements that enable provision to be scaled quickly and effectively <b>(Impact: Speed, Cost)</b>.</p> <p><b>UK5: Defining UK wide policy is new focus for CEO Council and partnership</b><br/>Create alternative progression routes so proven workers from other sectors can access higher apprenticeships and RQF4+ opportunities within the energy, water, and supply chain sectors, regardless of prior academic attainment <b>(Impact: Capacity, Speed)</b>.</p> <p><b>UK6: Strengthen and unify existing EUSG and member engagement with governments</b><br/>Evolve, simplify and align apprenticeship funding, administration and delivery policy across the UK, enabling employers and the supply chain to invest more effectively through apprenticeships and maximise the impact of public and employer investment <b>(Impact: Certainty and consistency, Capacity)</b>.</p> |
| Retain   | <p><b>G9: Existing basic capability and positive member commitment</b><br/>Deliver a talent referral programme so skilled people and unsuccessful candidates stay in the sector and supply chains <b>(Impact: Capacity, Cost)</b>.</p> <p><b>G10: Existing capability and resourced capacity</b><br/>Align EUSG website (euskills.co.uk), communications and marketing to the agreed EUSP CEO Council priorities for impact <b>(Impact: Speed, Certainty and consistency)</b>.</p>                                                                                                                                                                                                                                                                 | <p><b>P9: Evaluation underway April 2026 and CEO Council approval December 2026</b><br/>Launch the evaluated Inclusion Measurement Framework with best practice and recommendations embedded to increase impact <b>(Impact: Quality, Capacity)</b>.</p> <p><b>P10: Existing capability and new focus for the partnership network</b><br/>Attract talent from other sectors by working with industries that have large workforces finishing major programmes, and transfer talent into EUSP members <b>(Impact: Capacity, Speed)</b>.</p>                                                                                                                                                                                                                                                                                                                                                                                                  | <p><b>UK7: Strengthen and unify existing EUSG and member engagement with governments</b><br/>Remove disincentives for frontline staff to become trainers and assessors. Essential to unlock capacity, avoid competence bottlenecks and prevent delays to infrastructure delivery <b>(Impact: Capacity, Risk reduction)</b>.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Key      | <ul style="list-style-type: none"><li>• <b>Speed</b> (faster mobilisation and time-to-competence).</li><li>• <b>Cost</b> (lower duplication and waste).</li><li>• <b>Risk reduction</b> (safety, competence, delivery confidence).</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"><li>• <b>Capacity</b> (more training, assessors, places, pipeline volume).</li><li>• <b>Quality</b> (clear standards and better outcomes).</li><li>• <b>Certainty and consistency</b> (stable funding, aligned rules, predictable planning).</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

# Roadmap from Strategy to Impact



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