

A. A significant employer partnership ready to help the Milburn Review

- EUSP members form a UK wide partnership of energy, utility and supply chain companies who employ over 200,000 people, support hundreds of thousands more in their supply chains, turnover more than £120 billion annually, and work across Industrial Strategy areas.
- EUSP is led by a [CEO Council Co-Chaired](#) by Nicola Connelly, CEO of SP Energy Networks, and Andrew Findlay, CEO of M Group.
- EUSP [2025-30 Skills Strategy](#) published in October 2025.
- EUSP is strategically and operationally engaged with 11 UK wide government departments. Since the formation of the new government The CEO Council Co-Chairs and Paul Cox, CEO (Energy & Utility Skills Group (EUSG)) have written to the Skills Minister and Secretaries of State for DESNZ, DEFRA, DfE and DBIST and recently submitted apprenticeship evidence to the APPG.
- **Offer:** EUSP can mobilise employers, workforce evidence and delivery capability to support practical, scalable and impactful solutions.

C. Apprenticeships: remove the 'system' ceiling

- **Need:** Apprenticeships are critical to growth, but employer capacity is constrained.
- **Excellence:** [National Grid is the only apprenticeship provider](#) in the country that has held an Ofsted outstanding for over 20 years.
- **Barrier:** The UK system is fragmented and uneven, with large employers increasingly using trainee models where apprenticeships do not meet their workforce needs.
- **Barrier:** Mentor, trainer and assessor capacity creates a further constraint on expansion.
- **Offer:** To work with EUSP and CEO Council to 'lift the ceiling' by working practically and at pace to build on recent policy announcements and the Youth Guarantee to ensure that an apprenticeship opportunity is accessible to all and delivers for business.

B. Good jobs exist. Talent exists. Sector Entry connects the two.

- **Need:** The current UK RQF1 'system' is too complex, low value and low aspiration. Too much talent is lost before reaching good jobs.
- **Scale:** [Renowned energy & utility sector workforce demand estimates](#) forecast a minimum of 60,000 new people needed in RQF1 roles by 2030, within a total requirement of more than 312,000 people.
- **Action:** A 10-day Sector Entry programme, based on 'speed, ambition, safety and expectation', combining 7 days of sector transferable, quality assured and registered training with 3 days of employer experience, including a guaranteed interview.
- **Impact:** Agreed KPI is 100% interview and 75% job outcome. First pilots exceeded KPI with an 18/21 (86%) job outcome rate.
- **Funding:** Training funded by DWP at a first pilot cost in 2026 of £1,500 per participant (excl VAT).
- **Value:** At the first pilot cost and the 75% job outcome KPI, every 1,000 participants would cost £1.5 million in training and target 750 people progressing into employment, equivalent to £2,000 cost per job outcome.
- **Economic Benefit:** At over £175,000 GVA per energy and utility worker, every 750 people progressing into employment represents over £130m of potential annual GVA, alongside reduced welfare and wider societal costs.
- **Employer Owned:** Sector Entry is now embedded throughout the draft Networks Sector Growth Plan, due for publication in September 2026.
- **Offer:** Immediate opportunity to scale UK wide and beyond current sectors, including for NEETs needing 'one more intervention', while building a true pre apprenticeship and RQF1 pipeline into apprenticeships at RQF2 and beyond.

D. Next steps for impact

- **Immediate commitment and offer:** EUSP will work at pace to support the Milburn Review with employer access, workforce evidence and learning from a UK wide team of experts.