

# Future of Green Skills

4<sup>th</sup> May 2023



# The national green skills picture

Dr Michael Cross

Director, Blue Mirror Insights and author The Green Edge



# The national green skills picture

- ▶ Significant structural shift underway in the economy towards green jobs, comparable to the transition from manufacturing to services from 1970s onwards, which resulted in a threefold decline in manufacturing (7.7 to 2.5 million jobs) and threefold increase in services (3.7 to 10.6 million).
- ▶ Significant economic potential of green jobs nationally.
  - ▶ By 2030, 3% of the UK workforce will be focused on decarbonisation of buildings, rising to 8% by 2050. Total GVA effect of £160 billion in this time.
  - ▶ This is just within building retrofit, which is one part of decarbonisation of the construction sector which, in turn, is just one of sectors where decarbonisation will contribute to the UK's economy.
- ▶ The research being launched today into the current and future number of green jobs puts our region ahead of many others nationally in having these insights to draw on.
- ▶ It is vital that employers actively contribute to the skills system, both in terms of shaping the curriculum to their skills needs, improve visibility of required skills for people to access green jobs and supporting the delivery of provision.
  - ▶ The discussions today present an excellent opportunity to start this process, but this needs to be on an ongoing basis to ensure it remains relevant.
  - ▶ Councils are in a strong position to coordinate this, ensuring that local skills provision meets the needs of employers in the area, especially with the potential for greater devolution of skills funding in future
- ▶ There is scope for LSIPs to influence national net zero skills policy, with Surrey and north/central Hampshire well placed to do this with the evidence base from the research being launched today



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# Enterprise 3 + rest of Surrey Local Skills Improvement Plan (LSIP)

Louise Punter

CEO, Surrey Chamber of Commerce



# What are LSIPs

“EM3 + rest of Surrey”



▶ A new part of the local skills infrastructure that will give **employers** a clear and strengthened role in shaping local skills provision

▶ Led by an Employer Representative Body (ERBs), such as Surrey Chambers of Commerce, to create plans outlining **the needs of local businesses**

▶ Set out a **clear articulation** of employers' skills needs and the priority changes to embed a more responsive and dynamic relationship between employers and providers (e.g. colleges, universities, training providers)

▶ Make technical education and skills provision more **responsive**



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# What has the project focused on so far

**This phase of the LSIP project has been all about engagement.**

- Over 250 survey completions and more than 600 face to face interactions to date
- We have run deep dive sessions in: Construction, Engineering, Electricians, Professional Services, IT, Creative, Hospitality and Tourism, Health and Social Care, Land based, Aerospace and space, Green skills, Cyber security and Teaching in Colleges.
- Reviewed research, reports and analysis about general economy and labour market, including data on job postings and skills requirements
- Future of Green skills “deep dive” research-Todays results!



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# Next steps

- ▶ Continued engagement with businesses and providers (Actions to take forward for next 2 years)
- ▶ SDF-LSIP collaboration – capitalising existing partnerships and relationships
- ▶ Further consideration and funnelling of LSIP priorities
- ▶ Final submission deadline 31<sup>st</sup> May 2023 BUT (Plan is a live document)
- ▶ Funding coming soon to help providers to make changes to help meet employer needs for next 2 years



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# Strategic Development Fund ii Surrey and Hampshire/EM3/1 Green Tech Centres of Excellence

Jamie Mackay, Project Director





# SDF: Purpose of the fund

- ▶ modernise skillsets
- ▶ upgrade facilities, equipment and curricula
- ▶ building capacity
- ▶ support FE workforce training
- ▶ stimulate employer engagement in skills system



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£2.6m

# Strategic development fund workstreams



**Green Tech:**  
Land based



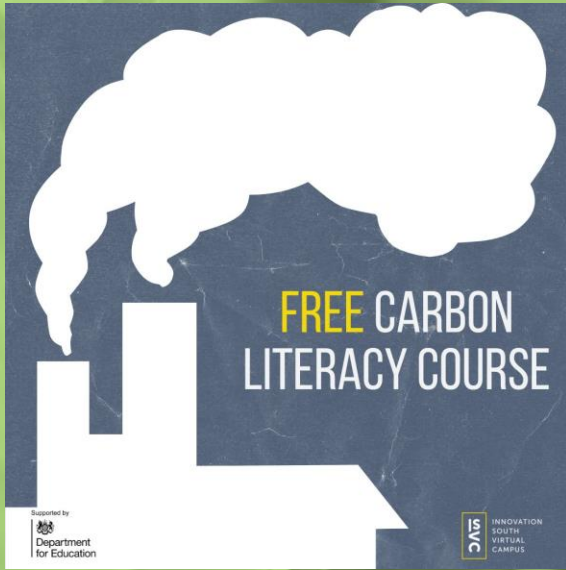
**Green Tech:**  
Ultra Low Carbon Vehicles



**Green Tech:**  
Retrofit

**+ Carbon Literacy courses**



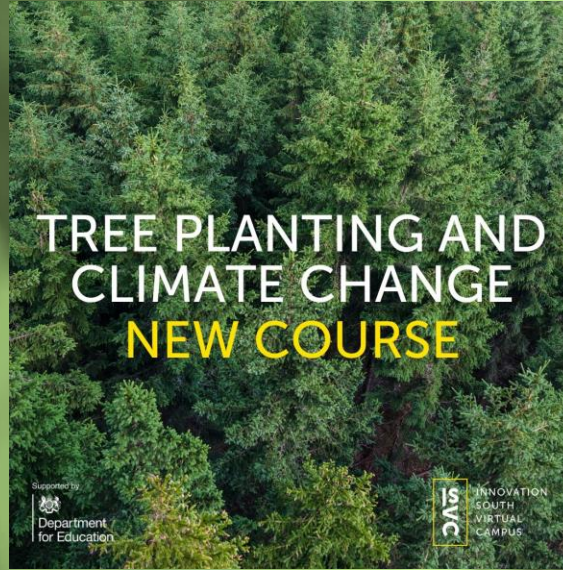


FREE CARBON LITERACY COURSE

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ISVC INNOVATION SOUTH VIRTUAL CAMPUS

A poster with a dark blue background. On the left, a white silhouette of a factory with smoke rising from it. The text 'FREE CARBON LITERACY COURSE' is in white and yellow. At the bottom left is the Department for Education logo, and at the bottom right is the ISVC logo.



TREE PLANTING AND CLIMATE CHANGE NEW COURSE

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ISVC INNOVATION SOUTH VIRTUAL CAMPUS

A poster with a background of a dense green forest. The text 'TREE PLANTING AND CLIMATE CHANGE NEW COURSE' is in white and yellow. At the bottom left is the Department for Education logo, and at the bottom right is the ISVC logo.



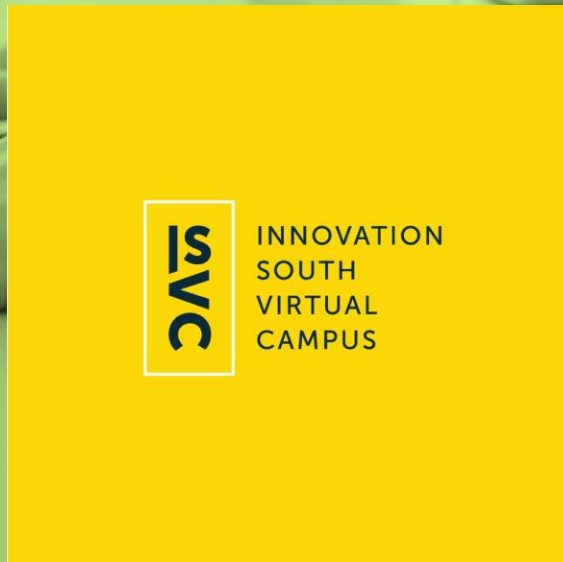
FREE INTRODUCTION TO SUSTAINABLE RESOURCE MANAGEMENT COURSE

AVAILABLE NOW

Supported by Department for Education

ISVC INNOVATION SOUTH VIRTUAL CAMPUS

A poster with a background of solar panels under a blue sky with clouds. The text 'FREE INTRODUCTION TO SUSTAINABLE RESOURCE MANAGEMENT COURSE' is in white and yellow. Below it, 'AVAILABLE NOW' is in yellow. At the bottom left is the Department for Education logo, and at the bottom right is the ISVC logo.



ISVC INNOVATION SOUTH VIRTUAL CAMPUS

A solid yellow rectangle containing the ISVC logo (a white box with 'ISVC' in yellow) and the text 'INNOVATION SOUTH VIRTUAL CAMPUS' in black.



<https://em3.isvc.co.uk>

Free  
BITE-SIZED  
TRAINING  
FOR YOUR  
BUSINESS





# Green skills demand in Surrey and North/Mid Hampshire

Joe Ahern, Head of Policy Consulting, WPI Economics



# Context and approach

- ▶ The green transition is a huge economic opportunity, while also a significant risk. Getting the right evidence base is key.
- ▶ This report was commissioned to understand:
  - ▶ Number of green jobs in the Surrey and North/Mid Hampshire (“the LSIP area”), across different occupations
  - ▶ The wider green economy
  - ▶ Skills provision linked to this
  - ▶ Projections of future growth
- ▶ Brings together data and analytical partnership:

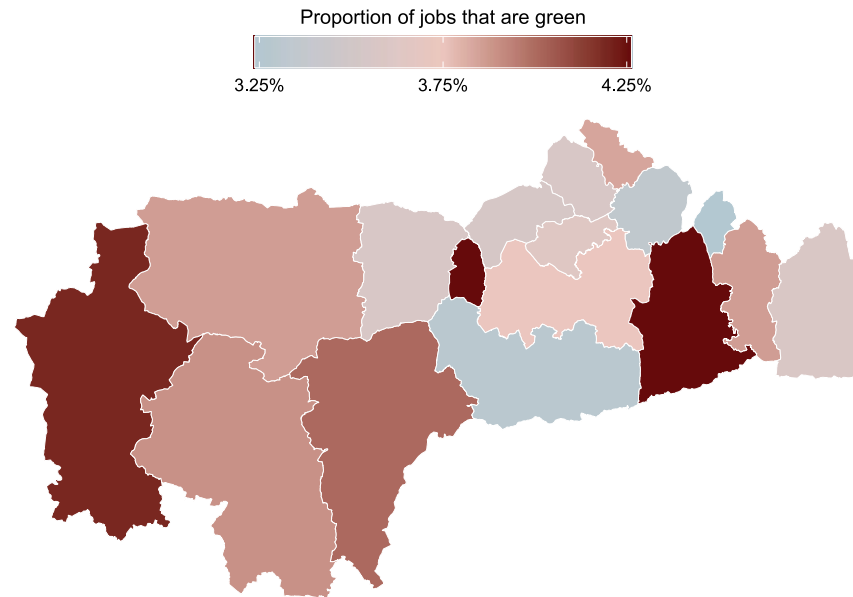


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# Green jobs in the LSIP area today

- ▶ Our main analytical approach finds that there are around **35,000 green jobs in the LSIP area currently, or 3.8% of total employees.**
- ▶ **Green employment is 23% higher in the LSIP area than the UK as whole.**



# Top green occupations

- ▶ There are a broad range of occupations making a significant contribution to the green economy of the LSIP area.
- ▶ There are a number of occupations **which are largely or entirely green** - such as Environment Professionals.
- ▶ Also, occupations with **many overall jobs, a small number of which are green jobs** - including Sales Accounts and Business Development Managers.

Rank	Occupation	Number of green jobs in the LSIP area
1	Environment Professionals	1,668
2	Sales Accounts and Business Development Managers	1,651
3	Production Managers and Directors in Manufacturing	717
4	Physical Scientists	691
5	Refuse and Salvage Occupations	690

# Green economy in the LSIP area today

- ▶ Data city approach allows us to look at green economy through green sectors we defined.
- ▶ Overrepresentation in power, homes and buildings, and climate adaptation vs South east.

Policy area	LSIP area		South East
	Employee numbers	Proportion of total green economy	Proportion of total green economy
Reduce, Reuse, Recycle and Repair	10,919	34%	38%
Power	9,070	28%	26%
Climate Adaptation	3,194	10%	6%
Homes and Buildings	3,106	10%	6%
Green Financial, Professional and Research Services	2,685	8%	13%
Industrial Decarbonisation	1,955	6%	6%
Low Carbon Transport	629	2%	4%
Natural Environment	514	2%	1%
<b>Total</b>	<b>32,072</b>		



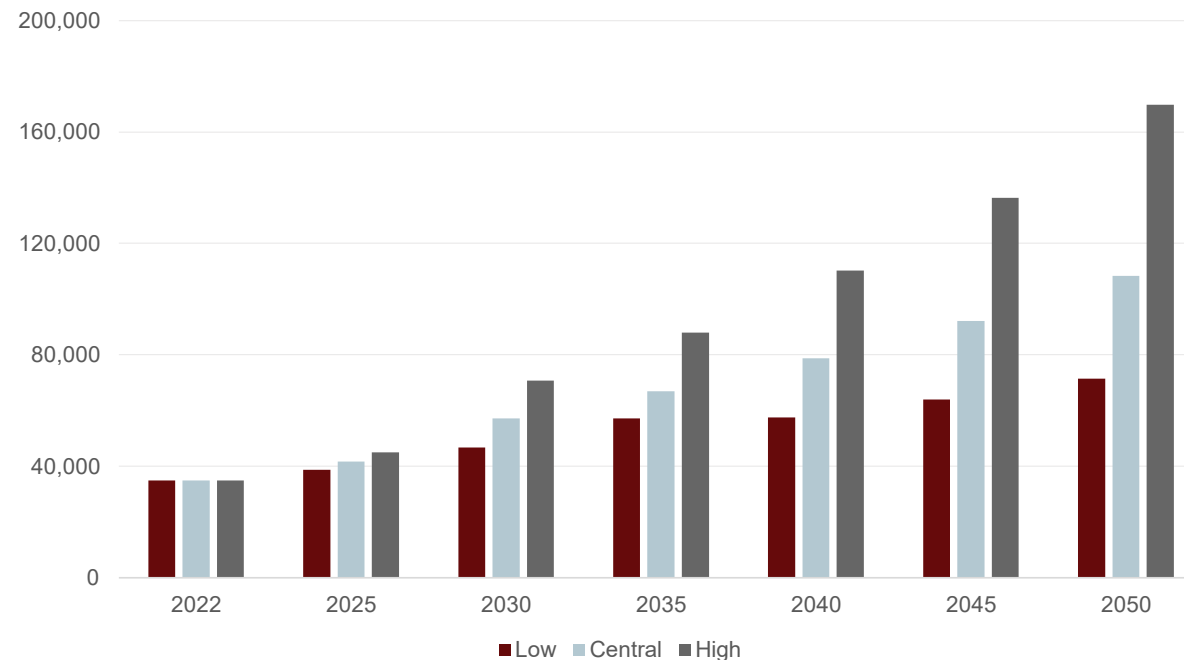
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# Projections

- ▶ Under the central scenario, we project that the number of green jobs in the LSIP area will rise from 35,000 in 2022 to 57,000 in 2030 and 108,000 in 2050
- ▶ The overall rate of growth of the LSIP area's green economy is forecast to be highest in the eight years leading up to 2030 at 6% per year under the central scenario.

## Projections of green jobs numbers in the LSIP area



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# Education achievements related to our top green occupations

- ▶ Range of subjects are prevalent in the FE completions related to top green occupations, including 'white collar' subjects such as **Business Management and Accounting and Finance**.
- ▶ Apprenticeship completions related to our top green occupations are dominated by subjects related to **skilled craft occupations**, such as electricians and carpenters.
- ▶ One priority identified is the need much **higher uptake of engineering FE courses and Apprenticeships in the LSIP area** - five of the top twenty green occupations in 2050 are projected to be engineering roles.

## Consolidated course areas:

- ▶ Science
- ▶ Business
- ▶ Health and safety
- ▶ Engineering
- ▶ Business management
- ▶ IT
- ▶ Architecture/urban planning
- ▶ Construction



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# Q&A and panel discussion

Chair:

Michael Coughlin

Panel:

Marisa Heath - Cabinet Member for Environment, Surrey County Council

Joe Ahern - Head of Policy Consulting, WPI Economics

Carolyn Jay - Community and Place Manager, Ringway

Virginia Barrett - Principal, Farnborough College of Technology



# Refreshment break

Please move to relevant table when you return!

Homes and Buildings

Green Financial, Professional and Research Services

Industrial Decarbonisation AND Power



# Breakout tables

How can we best meet the projected increased green skills needs highlighted by the report?

What can unis/colleges/training providers do differently?

What is the role of businesses in skills training?

Please capture notes on your discussions and nominate someone to feedback.



# Breakout tables - summary

Please share key points from discussions on your tables

How can we best meet the projected increased green skills needs highlighted by the report?

What do unis/colleges/training providers need to do?

What is the role of businesses?



# Wrap up



# Existing green skills initiatives

- Surrey Retrofit Summit: supporting businesses in the retrofit sector, including a strong focus on skills. Scheduled for 13-15th June
- Green careers
  - New film just completed showcasing key green roles and sectors
  - Green teacher encounters
- Festival of skills: wider council skills and careers initiative, strong green focus
- Support for business
  - Guildford Sustainable Business Network
  - EM3 Growth Hub
  - Green tech/innovation and greening key supply chains



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