

Skills Group.

Workstream Lead: Jim Brown.

Objectives overview –

The SOWEC Skills Group will work with industry to identify and address key skills challenges affecting the Offshore Wind sector supply chain to ensure the industry can secure the right skills at the right time. The work stream focusses on the unique Scottish skills system whilst aligning, where appropriate, with the OWIC Investment in Talent Group's work streams and targets

- **Understand the skills demand**

Main Objective - Work with SOWEC Supply Chain Group and Scottish Clusters to understand skills demand across the offshore wind supply chain in Scotland utilising a customised OWIC Investment in Talent Group Workforce Planning Model.

- **Work with Scotland's skills providers to ensure a comprehensive skills provision to meet offshore wind's skills needs**

Main Objective - Based on the outputs of the Workforce Planning Model outputs work with key Scottish skills agencies to identify appropriate skills provision across colleges, universities and private training providers and develop appropriate interventions where gaps are identified.

- **Offshore Wind sector recruitment and attractiveness**

Main Objective - Work with developers and their supply chain to promote the offshore wind sector to school, college and university students with timely, targeted interventions to raise awareness of the offshore wind as a sector of choice.

- **Ensure a Diverse Workforce**

Main Objective – Work with OWIC Investment in Talent Group to promote the offshore wind sector to attract a greater proportion of women and BAME recruits into the sector.

- **UK alignment with OWIC Investment in Talent Group**

Main Objective – Work with OWIC Investment in Talent Group to ensure Scotland's unique skills system are considered and represented as part of a UK wide approach to skills.

Targets – Skills Group

Understand the skills demand.

Targets

- To understand the skills needs across the Offshore Wind Supply chain including support for the energy transition
- Map to the Skills Supply offering across colleges, universities and private training providers to meet supply chain skills demand
- Identify gaps and agree, develop and implement skills demand solutions

Deliverables

- Present findings of workforce planning model study to both Deep Wind and Forth and Tay Clusters. (timing: complete by Q2/3 2020)
- Issue second call for input to Deep Wind Cluster and first call to Forth and Tay Cluster. (timing: complete by Q2/3 2020)
- Future Skills demand analysis based on Investment portfolio after that 2nd call. (timing: Q3 2020)
- Investigate utilising LinkedIn data analytics. (timing: complete by Q3 2020)

- Report on data analysis of future skills demand? (timing: complete by Q3 2020)

How contribute to SOWEC Strategic Goals?

This will contribute to SOWEC's strategic goals by supporting the understanding of the skills demand and developing a skills programme to enable an increase in number of offshore wind jobs in Scotland to more than 6,000; an increase of 75% on 2019 figures.

Ensure and appropriate skills supply system to support the Offshore Wind Supply Chain

Targets

- Understand Skills Demand
- Understand Skills Supply across colleges, universities and private training providers
- Map provision of skills supply and demand across Scotland
- Identify gaps and agree, develop and implement priority solutions
- Establish a Skills Development Programme fund to support supply chain skills development and diversification (Q3 2020)

Deliverables

- Develop offshore Wind area in ESP Interactive Map
- Meet with SFC and agree parameters for data analysis of college and university provision. (timing: complete by April 2020)
- Scottish Funding Council to carry out review of agreed data sets and issue report. (timing: complete by Q4 2020)
- Skills Development Scotland to provide apprenticeship data in line with OWIC Investment in Talent agreed programmes. (timing: complete by Q4 2020)
- Input data to Interactive Map. (timing: complete by Q4 2020)
- Support Developer and Cluster events (timing: Q4 2020)
- Establish Skills Development budget to support supply chain companies (focus on SMEs) to develop their own skill capability and capacity in Offshore Wind - link to SE and HIE Expert Support Programme findings. (timing to be agreed in conjunction with SG and agencies)

How contribute to SOWEC Strategic Goals?

This will contribute to SOWEC's strategic goals by supporting the understanding of skills supply and developing a skills programme to enable an increase in number of offshore wind jobs in Scotland to more than 6,000; an increase of 75% on 2019 figures.

Sector Recruitment and Attractiveness

Targets

- Promote the Offshore Wind sector to schools, colleges and universities as a career of choice

Deliverables

- Run two STEM engagement events with colleges and cluster (timing: complete by Q2/3 2020)
- Identify suitable STEM activities to inspire school pupils to engage with STEM (timing: complete by Q2 2020)
- Meet with Comm's Group to:
 - Promote MOD covenant to companies (timing: complete by Q2)
 - Develop a campaign to promote the sector to schools, colleges and university students and influencers. (timing: complete by Q3)
 - Establish and Launch Ambassador programme (timing: complete by Q4)

How contribute to SOWEC Strategic Goals?

This will contribute to SOWEC's strategic goals by improving recruitment and attractiveness in the sector to enable an increase in number of offshore wind jobs in Scotland to more than 6,000; an increase of 75% on 2019 figures. [Explain here...](#)

Diversity in the Workforce.

Targets

- Linked to the Sector recruitment and attractiveness – promote career opportunities and diversity in the sector
- Identify appropriate partnership organisations and initiatives to promote the sector.

Deliverables

- Work with Comm’s Group and UK Investment in Talent Group to agree targets and develop work plan to establish appropriate comm’s, events and initiatives for the sector. (timing: complete by Q3 2020)
- Undertake desktop research to identify existing research and appropriate interventions to identify key partners and initiatives to champion for the sector. (timing: Q3 2020)

How contribute to SOWEC Strategic Goals?

This will contribute to SOWEC’s strategic goals by improving diversity in the sector to enable an increase in number of offshore wind jobs in Scotland to more than 6,000; an increase of 75% on 2019 figures.

Engage with UK Investment in talent group

Targets

- Continue to work with Investment in Talent to ensure Scotland’s unique skills system is recognised within the broader UK work plan and maximise benefits/impact for Scotland.

Deliverables

- Attend Investment in Talent and appropriate subgroups to ensure Scotland’s unique skills system is recognised in workstreams.
- Feedback issues and suggest recommendations to the issues impacting Scotland to SOWEC and SOWEC Skills Group

How contribute to SOWEC Strategic Goals?

This will contribute to SOWEC’s strategic goals to ensure that Scottish skills are maximised in the sector to enable an increase in number of offshore wind jobs in Scotland to more than 6,000; an increase of 75% on 2019 figures.

Key Milestones – Skills Group

| Milestone | Date | Comment/Further Detail |
|--|------|--|
| Complete Skills demand survey with Cluster members | Q3 | Work with SDS, Clusters and OWIC Investment in Talent Group to populate model and report on findings |
| Establish a Skills Development Programme | Q3 | To be taken forward with Scottish Government and Agencies |
| Develop database of provision aligned with skills demand survey and analysis | Q4 | Build on ESP’s Interactive Map with dedicated Offshore Wind area |
| Offshore Wind webinar for schools – Forth and Tay | Q2 | Currently finalising date in June with Dundee and Angus College |
| Offshore Wind webinar for schools – Deep Wind | Q3 | Currently finalising date with North East Scotland College |

2020 Roadmap

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|---|---------|--|
| Comm's campaign for schools, colleges, university students and influencers agreed and implemented | Q3 | Need to establish meeting with Comm's and Skills groups to agree work plan |
| Carry out desktop study of organisations and initiatives to champion | Q4 | To be agreed with Skill and Comm's Group at May meeting |
| Continue to engage with OWIC Investment in Talent Group | ongoing | |
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