

Skills Group.

Workstream Lead: Jim Brown

Objectives overview –

The SOWEC Skills Group will work with industry to identify skills demand, skills providers and address any gaps affecting the Offshore Wind sector 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 and Energy Skills Alliance and the Climate Emergency Skills Action Plan work streams.

- **Understand skills demand**

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

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

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

- **Promote Scotland's unique skills offer to Developers, OEMs and Supply Chain**

Main Objective - Collaborate with developers to understand project timelines and engage with their preferred OEM and supply chain to support skills interventions maximising local job creation and sustainability.

- **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 offshore wind as a sector of choice.

- **UK alignment with OWIC Investment in Talent Group and Energy Skills Alliance**

Main Objective – Work with OWIC Investment in Talent Group and Energy Skills Alliance to ensure Scotland's unique skills system is taken into account and represented as part of a UK wide approach to skills.

Targets – Skills Group

Understand skills demand in the offshore wind industry in Scotland

Targets

- To understand the skills needs across the Offshore Wind development, construction, operation phases and the energy transition.
- Map the Skills Supply offer across colleges, universities and private training providers to meet OW 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 and wider stakeholder groups. (timing: complete by Q1/2 2022)
- Report on data analysis of future skills demand (Timing: complete by Q2 2022)

How does this 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 related jobs in Scotland to more than 6,000; an increase of 75% on 2019 figures.

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

Targets

- Understand Scotland's Skills Supply across colleges, universities and private training providers.
- Map provision of skills supply and demand across Scotland.
- Identify gaps in the skills supply and agree, develop and implement priority solutions.

Deliverables

- Prepare a SOWEC Skills recommendation to investigate a Skills Development Programme Fund to support supply chain skills development and diversification – including Green Jobs Transition (Timing: Q2 2022)

How does this contribute to SOWEC Strategic Goals?

This will contribute to SOWEC's strategic goals by supporting the understanding of skills supply and proposing a skills programme to enable an increase in the number of offshore wind jobs in Scotland.

Promote Scotland's unique skills offer to Developers, OEMs and supply chain

Targets

- Work with SOWEC Developer, Supply Chain and Innovation Groups, Clusters, CES and Comms group to develop a mechanism to raise awareness of the skills support available throughout a wind farm project timeline.
- Host SOWEC events/webinars as appropriate at launch of bidding rounds and when contracts awarded to present a consistent skills offer.

Deliverables

- Develop an engagement tool to allow industry to seamlessly engage in skills dialogue (Timing: Q1 2022)
- Recommend a SOWEC process where developers, OEMs and supply chain companies engage in skills dialogue at key stages of OW developments (Timing: March 2022)
- Establish a series of events/webinars to engage with Developers, OEMs and Supply Chain (Timing: one every quarter)
- Ensure that Scottish company achievements are promoted through, SOWEC Comms Plan, OWIC website, Best Practice Guide etc. Timing: ongoing)

How does this contribute to SOWEC Strategic Goals?

This will support the SOWEC strategic goals by supporting job creation.

Sector Recruitment and Attractiveness

Targets

- Promote the Offshore Wind sector in Scotland to schools, colleges and universities students and influencers as a career of choice and more widely promote to those sectors where individuals can transition to OW.

Deliverables

- SOWEC participation with communications, supply chain and developer group input in the following planned activities;
 - STEP into renewables
 - STEM activities
 - MOD Conevant
 - Campaigns in schools, colleges and universities
 - Launch Ambassador programme
 - Career transition into offshore wind.

How does this 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.

Engage with OWIC Investment in Talent Group and Energy Skills Alliance

Targets

- Continue to work with Investment in Talent and Energy Skills Alliance 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 (Timing: ongoing)
- Attend Energy Skills Alliance, Leadership Group and appropriate sub groups to ensure Scotland's unique skills system is recognised in workstreams (Timing : ongoing)
- Feedback issues and suggest recommendations to the issues impacting Scotland to SOWEC and SOWEC Skills Group (Timing: ongoing)

How does this 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
Report on Skills Demand Survey	Q2 2022	Work with SDS and OWIC Investment in Talent Group and report on Workforce Planning Model findings
Prepare a SOWEC Skills recommendation to investigate a Skills Development Programme Fund	Q2 2022	
Quarterly events/webinars to engage with Developers, OEMS and Supply Chain	Ongoing	Exact dates to be communicated to SOWEC
Develop robust Comms plan and support for Developers, OEMs and supply chain companies.	Q4 2021	Shift to virtual events, and digital tools
Continue to engage with OWIC Investment in Talent Group and Energy Skills Alliance	Ongoing	Active engagement to ensure Scottish OW skills interests are represented on both groups

Budget Skills Group 2021/22 [Already acquired budget elsewhere]