

# Update on Essex Green Skills Plan and Summit

Update for EDG  
Aug 2023

# Our definition of Green Skills\*

**Green skills are knowledge, experience, values, attitudes and abilities that support carbon reduction and resource efficiency to increase climate resilience and enhance natural assets.**

**Green skills do not form their own sector, they are relevant to all sectors in the economy.**

The transition to a net zero and sustainable economy has differing impacts on jobs. These impacts can be classified as:

- A. New and emerging green skilled jobs:** Creation of new occupations with unique tasks that are considered directly green e.g. electric vehicle designers and manufacturers.
- B. Enhanced green skilled jobs:** Significantly altered tasks, skills and knowledge requirements e.g. mechanics upskilling in electric vehicle maintenance.
- C. Increased demand green skilled jobs:** Increased demand for existing occupations, however, no significant changes in the work and worker skills e.g. electrical engineers & power line installers to supply low carbon electricity for EV charging.

# Interim Green Skills Action - Background

Our Challenge	Our Priorities	What we have done thus far (pre-2023)
<ul style="list-style-type: none"> <li>• <b>Levelling Up</b> - Maximise green skills and employment opportunities as we develop Essex as a <b>centre for innovation</b>, supporting new technologies and business models to enable our economy to transition to net zero and secure green jobs for the future - <a href="#">Everyone's Essex – Our Plan for levelling up the county</a></li> <li>• <b>Delivery and Intervention</b> - Support the delivery of skills interventions that prepare the county for future jobs. In total, Essex will require <b>15,908 green jobs by 2030</b>, and <b>27,741 by 2050</b> – <a href="#">LGA Report – Accelerating a sustainable economic recovery for Essex</a>. It is crucial that there is a workforce in place to deliver the change needed by 2030 and 2050.</li> <li>• <b>Skills Gaps</b> - Identify skills shortage areas and support Essex employers and residents in upskilling and reskilling so that businesses and individuals understand the opportunities that green skills present to them. For example, We estimate up to 12,800 retrofit jobs for Essex by 2030 - <a href="#">Essex Sector Development Strategy</a></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Raise awareness and improve access</b> to green skills information for our residents and learners, including carbon literacy, accreditation schemes and job opportunities.</li> <li>• <b>Coordinate with our training providers and support the resourcing of bespoke interventions</b> to support the green skills needs of infrastructure projects and specific priority areas, sectors and localities via courses, CPD and business engagement.</li> <li>• <b>Improve businesses engagement</b> and access to accreditation opportunities and other resources in order to support Essex's green skills ambitions and sustainability agenda.</li> <li>• Facilitate collaboration and partnership, especially with Anchor institutions, in order to support and deliver our green skills ambitions, including <b>Social Value processes</b> in procurement.</li> <li>• Address the <b>shortage of teaching staff</b> with the credentials, experience and interest in delivering green skills</li> </ul>	<ul style="list-style-type: none"> <li>• We launched <a href="#">Everyone's Essex</a> our plan for Levelling Up the County including our commitment to Green Growth.</li> <li>• We have published the <a href="#">Essex Green Skills Infrastructure review 2022</a> with recommendations that now form part of this Action Plan.</li> <li>• We have invested in the <a href="#">Essex Opportunities Portal</a> as a one stop shop for information and advice on jobs, careers, skills and training.</li> <li>• Our <a href="#">Essex Sector Development Strategy</a> highlights the opportunity for jobs in five key growth sectors, including Clean Energy and Construction and Retrofit. We have also trained over 200 <b>residents</b> as part of a UKCRF Retrofit programme.</li> <li>• We have set up the <a href="#">Essex Net Zero Innovation Network</a> to develop pioneering sustainability projects and decarbonisation solutions.</li> <li>• The Essex Climate Action Commission published a <a href="#">Final Report</a> with skills recommendations.</li> <li>• We published the <a href="#">Essex Climate Action Business Advice Pack</a> and the <a href="#">Essex Climate Action Schools' Advice Pack</a></li> </ul>

# Interim Green Skills Action Plan

What we are doing this year (2023)	What we are doing in the longer term	Our Call to Action
<ul style="list-style-type: none"> <li>We have published the <b>Essex Skills Plan</b> which will bring forth our ambitions for skills interventions to support green growth.</li> <li>We will deliver an <b>Essex Green Skills Summit</b></li> <li>We will work with Essex Chambers to draft and publish the <b>Essex Local Skills Improvement Plan (LSIP)</b> which will put our employers at the centre of skills planning.</li> <li>We will launch a periodical <b>careers magazine</b> showcasing green skills</li> <li>We will commission and launch a <b>Green Skills Opportunities Portal</b> which will contain*:             <ul style="list-style-type: none"> <li><b>A Green Skills Prospectus and Directory</b></li> <li>Green Jobs <b>Future Workforce</b> Information</li> <li>Micro-modules for <b>school leavers and FE learners</b></li> <li>Bite Size courses for <b>residents</b></li> <li>Resources and bite size courses for <b>businesses</b></li> <li><b>Green skills resources</b> for schools and providers</li> <li><b>Sign-posting</b> to other national resources, including skills bootcamps</li> </ul> </li> <li>We will work with Essex schools and partners to deliver a <b>Future Skills Programme</b> that helps create a workforce to deliver the necessary major projects in the County including NSIPS and other projects.</li> </ul> <p><i>* Subject to current budget review and costing.</i></p>	<ul style="list-style-type: none"> <li>We will work with LAs and national government to <b>align LUF and SPF skills funding</b> to support the transition to a low carbon economy, particularly in areas where the transition is most challenging, including skills infrastructure and supply chains.</li> <li>We will help resource a <b>specific teacher bursary</b> to support green skills tutor shortages.</li> <li>We will progress the UKCRF Retrofit pilot and establish two <b>Retrofit Academies</b> in the County, aligned to other existing or future provision. We have already ring-fenced resources from our Green Skills budget.</li> <li>We will promote the <b>Essex Levy Transfer Service</b> as a specific vehicle to develop new work-based learning pathways to capitalise on and increase green apprenticeships.</li> <li>We will coordinate with professional bodies and Training Providers to champion <b>CPD for professionals</b> in order to support the County’s green skills infrastructure plans.</li> <li>We will align our work and ambition with those of the <b>Climate Action Charter and Action Plan.</b></li> </ul>	<ul style="list-style-type: none"> <li><b>National Government</b> - Make accreditation and other green skills resourcing consistent, simpler and more accessible to businesses and individuals.</li> <li><b>Educators and voluntary organisations</b> - Work collaboratively to build capacity for research and innovation to support the transition to net zero and deliver this Action Pan.</li> <li><b>Anchor Institutions and Essex Partners</b> – Sign up to the <b>Essex Green Skills Pledge</b> and take a leadership position that provides certainty and longevity to the demand for green skills e.g. retrofitting of social housing, establishing green Social Value targets and increasing apprenticeships in green skilled related roles.</li> <li><b>Businesses, employers and reps</b> – Engage with national and local policy and strategy and take advantage of opportunities and resources for green skills workforce development.</li> <li><b>Residents seeking work or retraining</b> – Upskill and reskill and use ECC and partner resources to keep up to date with green skills initiatives and opportunities.</li> </ul>

# Green Summit (6<sup>th</sup> June) - Purpose

- Bring relevant partners, especially employers, together on this shared agenda
- Explore how businesses, schools, colleges, and training providers can work together to develop skills for a net-zero carbon future
- Hear from key employers
- Hear from key skills providers
- **Sign up to the Essex Green Skills Pledge**
- Introduce our ambitions in the Essex Green Skills Action Plan
- Get an international perspective.
- Network!

**Summit Themes:** The three main summit themes were:

- Fostering Green Skills for the Essex Workforce
- Overcoming Challenges in Recruiting for Green Skills
- Enhancing Green Skills for a Sustainable Future



# Green Skills Summit - Overview

- We commissioned the **Association of Employment and Learning Providers (AELP)** to run the event for us. They run a similar national event annually.
- Cllr Ball opened and closed the Summit.
- **Freeport East and RWE (Offshore Wind Farms)** acted as event sponsors.
- We had presentations from **Freeport East, RWE, Colchester Institute, and STC Next (Port and Shipping sector training provider, Netherlands)**.
- Cllr Wagland chaired a panel discussion focusing on:
  - How can employers ensure that green skills are aligned with industry needs.....
  - How can educational institutions effectively integrate green skills into their curriculum...
  - How can we address the challenge of creating awareness and promoting the value of green skills among the general population in Essex?
  - How can we ensure that Essex residents, including disadvantaged communities and marginalised groups, have equal access to green skills training and employment opportunities...



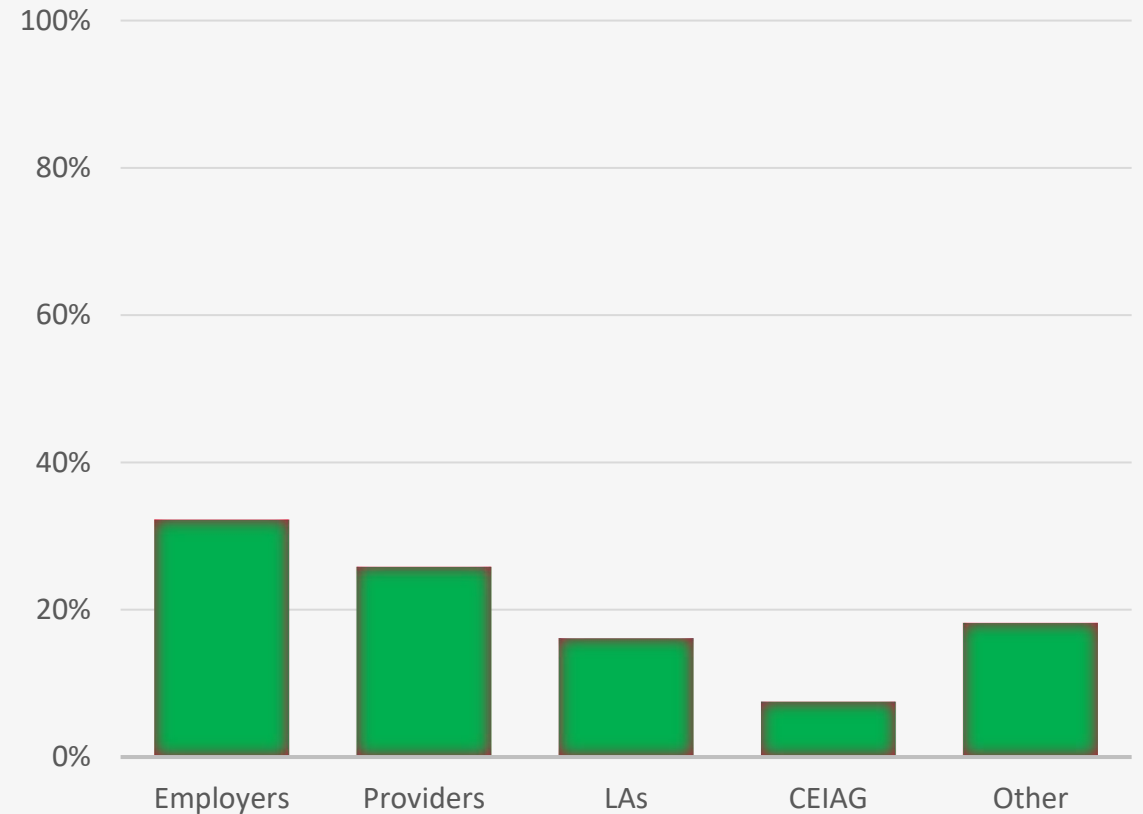
# Green Skills Summit - Attendees and feedback

Attendees were from a wide range to organisations.

Excluding staff, we had **71 in-person attendees and 22 virtual attendees**

- 30 reps from Essex employers
- 24 from Training Providers
- 15 from LAs
- 7 from CEIAG /Youth organisations
- 17 other public sector (NHS, DWP etc).
- 80% of the attendees said they found the event extremely useful, and 20% found it useful.

100% of the respondents said they would be interested in attending a future Essex Green Skills Summit and suggested various themes for the next summit.



# Key Next Steps - ECC

- Promote Essex Green Skills Pledge
- Commission and launch an **Essex Green Skills Opportunities Portal**
  - Green Skills Prospectus and Directory / Resources and Bite Size courses for businesses, schools, training providers and residents
- Commission partner(s) to pilot a **Future Skills Programme** (Sept 2023)
- Continue consulting on an **Essex Green Skills Plan**
- Progress the **Lifelong Learning Plan** (ongoing)



# Key Next Steps - ALL

- Commit to the Essex Green Skills Pledge
- Continue dialogue to share best practice
- Work with Essex Chambers to support the delivery of the final Essex Local Skills Improvement Plan (LSIP)
- Work with partners to help resource a specific teacher bursary or resource
- Tell us what you need and how we can work together

# Essex Green Skills Pledge\*



- 1** Work collaboratively to **increase investment in upskilling** and the transition to net zero.
- 2** Join up resources and collaborate on green skills initiatives to **align the skills system with business needs**.
- 3** **Support and incentivise employees** to invest in green skills and training throughout their working lives.
- 4** Use expertise, skills and experience to combat climate change and **share best practice in green skills development**.
- 5** **Contribute to the public debate** on climate change and use the power of our example to encourage others.
- 6** Work across industry and sectors **to improve working practices** and find practical solutions to green skills challenges.
- 7** **Educate employees, managers, learners and residents** about the impact of their daily lives on the environment.
- 8** **Publish a five-year Action Plan** outlining steps to support green skills development.

*\*Regional partners incl. LAs, businesses and educators will be consulted and asked to commit to these pledges and the Actions underpinning in our Action Plan.*