

OWIC People and Skills Plan 2024

March 2024



Structure of the Plan

The skills plan consists of:



**timescales, measures and KPIs are set out in the supporting implementation plan*

Purpose and Vision

Purpose

The purpose of this Offshore Wind sector people and skills plan is to present a shared plan, to be jointly owned, implemented and monitored across industry through the Offshore Wind Industry Council, that will create quality jobs, develop high-level skills and build the diverse workforce for the future required between now and 2030, to support delivery of the UK's clean energy, net-zero and energy security targets.

Vision

By the 2030s the Offshore Wind sector will be among the most attractive, equitable, diverse and inclusive sectors to work within in the UK economy, with clear pathways to employment for new talent and those moving sectors during their careers. Employers foster inclusive and diverse workplaces accessible to all and offer high quality jobs, security of employment and career development. Exemplary local outreach activity, effective partnerships with local training providers, and a clear focus on the skills and occupations most needed by the sector is helping to build a workforce fit for the future, from which other sectors can learn.

Strategic framework

The diagram below is the strategic framework for this sector people and skills plan. It comprises cross-cutting themes that run throughout everything we do as an industry, and strategic priorities that are focal areas for delivery.



Theme 1: Support Priority Occupations

- Agree critical and scarce occupations for focus intervention, throughout the programme lifecycle from design, planning, manufacture, construction and operations.
- Offer secondments, graduate placement and apprentice rotations across and between private and public sector industry organisations to build capability and capacity in key shortage occupations, whilst maintaining clear employment and line management responsibilities of employers.
- Produce clear information for job coaches and career advisors on the demand forecast for priority occupations, including information on career pathways, pay and training requirements
- Support ORE Catapult foresighting work to define future workforce capabilities for emerging technologies across the sector value chain

Theme 2: Cluster-based partnerships

- Appoint a Skills Champion for UK Offshore Wind clusters and establish a skills fund to support delivery of this plan in each of the UK cluster areas.
- Establish cluster-based partnerships with the Department for Work and Pensions and other local economic strategies including Local Skills Improvement Plans (including devolved equivalents) , to leverage local training and funding initiatives
- Pilot cluster-based training partnerships across Further Education, Higher Education and private training provision to build local training capacity and talent pipelines.
- Promote regional and global best practice on people and skills matters across clusters

Theme 3: A Just Transition

- Develop a sectoral just transition charter in partnership with employers and/or third-party organisations such as the Just Transition Foundation
- Proactively support the Living Wage campaign and encourage developers to promote across the supply chain
- Work with industry to ensure effective Union engagement with the Offshore Wind Industry Council and union input into people and skills policy
- Explore how financial support, grants and/or bursaries for new entrants e.g. apprentices and under-represented groups can help with the costs of relocation and travel when entering the sector.

Theme 4: A Diverse and Inclusive Sector

- Identify barriers to women and other under-represented groups joining and advancing within the sector and develop solutions to increase the sector's attractiveness and inclusiveness
- Revise sector deal targets on female and ethnic representation in the workforce and expand EDI focus to include other protected characteristics and socio-economic background
- Provide clusters with an overview of local demographic and employment data to enable effective regional decision making on D&I matters
- Increase data collection across the industry on workforce demographics, including ethnicity, disability, social mobility and ex-military representation
- Support cross-industry initiatives, targets and commitments that aim to address diversity issues, including Tackling Inclusion and Diversity in Energy (TIDE) and share up to date industry best practice across the sector

Priority 1: Attraction and Recruitment

- Support efforts to raise awareness of, and attract young people from diverse backgrounds to, the sector
- Define the employee value proposition for industry offer to attract talent
- Target attraction activity to those working in related sectors or in key demographic groups e.g. young people, over-50s, returners, unemployed and economically inactive, oil and gas workers, those in engineering and manufacturing.
- Adopt a minimum target of 5% of the industry workforce to be comprised of apprentices by 2030
- Establish an industry-wide cohort of apprenticeships in shortage occupations
- Implement a shared approach to managing apprenticeship quality and coordination to ensure consistency

Priority 2: Retention and Upskilling

- Investigate the role of flexible funding options for modular training, paid time off and training sabbaticals to support industry upskilling approaches.
- Identify opportunities to pilot (and extend) upskilling programmes into critical industry occupations for
 - a) the armed forces community
 - b) career returners
 - c) the over-50s
- Proactively work with high carbon industries to support the transition of workers into offshore wind through clear career transition pathways, aligned occupational standards and common training requirements.
- Work with industry to develop occupational career pathways to support worker retention
- Sustain respectful, inclusive, welcoming and safety-focussed work cultures that maximise colleague retention

Priority 3: Training Provision

- Map training partners and funded skills, apprenticeships and learner programmes for employers.
- Develop sector labour forecasting approach to include understanding of training provision, capacity and identify potential gaps
- Through regional trials, develop a unified sectoral approach to upskilling bootcamps for experienced workers in key occupations.
- Establish partnership with other skills bodies to create occupational and apprenticeship standards, and other short course or modular training interventions for the sector.
- Explore the feasibility of further training centres of excellence within cluster areas, building on examples like the Energy Central Campus, focussing on critical skills and training provider capacity and expertise.

Priority 4: Educational Outreach

- Develop framework for national, regional and local educational support across the sector including education settings and young people most in need, and those from deprived, under-represented and minority backgrounds.
- Build strategic relationships with partners to support delivery of educational programmes, including information advice and guidance (IAG), curriculum support and events that enhance local and regional delivery.
- Work with national and devolved governments to ensure industry engagement with work experience and industrial placements.
- Oversee development of a single portal for those seeking information on careers and training in the sector including resources to inform teachers, carers/parents, students, workers and careers advisors about opportunities in the sector.