

# ALDERSGATE GROUP

**How to train workers for green skills?**

**Andrew Raingold**  
**Deputy Director**

# Who we are

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- Founded in 2006
- A broad coalition of business, political and community leaders
- Put forward case that high environmental standards are vital to future economic growth and competitiveness
- Engage actively with government and other key decision makers
- Mind the Gap (November 2009)

# Our members



Drivers Jonas Deloitte.



SpeechlyBircham



# Our members

- Andrew George MP
- Barry Sheerman MP
- Emma Howard Boyd (Jupiter Asset Management)
- Jason McCartney MP
- John Edmonds (Former President, TUC)
- Lord Teverson
- Lord Whitty
- Martin Horwood MP
- Michael Meacher MP
- Professor Paul Ekins
- Sir John Harman (former Chairman, Environment Agency)
- Tim Yeo MP

# The policy context

- EU 2020 targets: carbon reductions, renewable energy & energy efficiency
- Low Carbon Transition Plan: 34% CO2 reductions by 2020
- Low Carbon Industrial Strategy: strategic intervention in priority sectors leading to UK jobs (400,000 by 2015?) & competitive advantage
- Spending Review – 25% average real cuts over four years



# Skill gaps – barrier to progress

- One in three firms in environmental sector hampered by a shortage of skilled staff, science, tech, engineering, and maths (STEM).
- Latent demand for env skills – needs are not being clearly articulated by employers
- More general skills - communication, leadership and management skills to drive culture change
- High proportion of workforce in 2020 already in work & ageing workforce (retire 10 – 15 years)
- “No regrets” policy – skills not only needed for low carbon economy



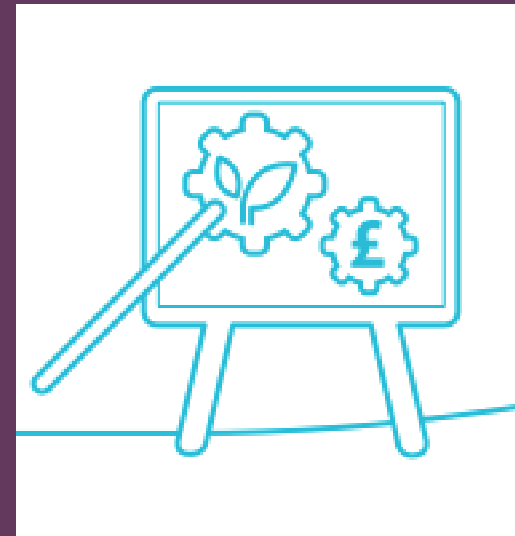
# Low carbon energy – skills demand

- Offshore wind – 70,000 new UK jobs by 2020?
- Nuclear – need to recruit 9000 graduates & 4500 skilled trades over next 10 years (immigration in the short term)
- CCS – no investment in a new coal fired power station for a generation. Need practical experience of real demonstration projects.



# Anticipate skill needs

- Context - the low carbon economy we want to achieve with timeframes
- Support for skills and training to match the ambition of environmental policies, e.g. offshore wind, CRC energy efficiency scheme, Smart Meters
- Reform skills delivery system – simplify and appoint a low carbon leader
- Intervention – not possible for providers in the absence of mature market signals to take on the risks of new provision.





## Target high carbon sectors and regions

- A coherent approach to economic displacement
- Jobs will have to move from carbon-dependent sectors to low-carbon sectors as growth shifts
- Job losses are not inevitable but the requirement for companies to be less carbon intensive is.
- Links can be drawn between different sectors or regions so that employment opportunities are made available to those areas that suffer greatest job losses e.g. the Lindoe Shipyard in Denmark
- Gov must assess the likely impact of decarbonisation on existing industries and jobs
- Communications – motivate and inspire



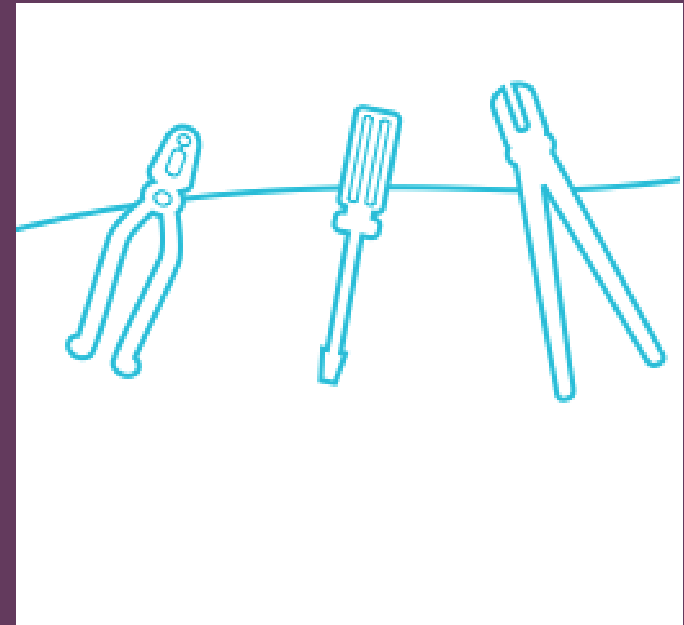
# The role of training within the company

- A high proportion of workforce in 2020 already in work
- Senior managers/ Directors - the ability to inspire change and consistently work towards a longer term vision
- For middle managers - sufficient knowledge and translate into effective business strategies
- For customer-facing staff - effective and persuasive communication
- Toolkits, training programmes, employee engagement (network of 'champions', forums and two way idea generation), function specific programmes, incentives and KPIs



# Conclusion

- Skills gap a barrier to achieving EU environmental objectives
- Increase demand (driven by wider policy framework)
- Increase supply (training and information)
- Intervention (address market failures)
- Leadership (government, business, trade unions)



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