



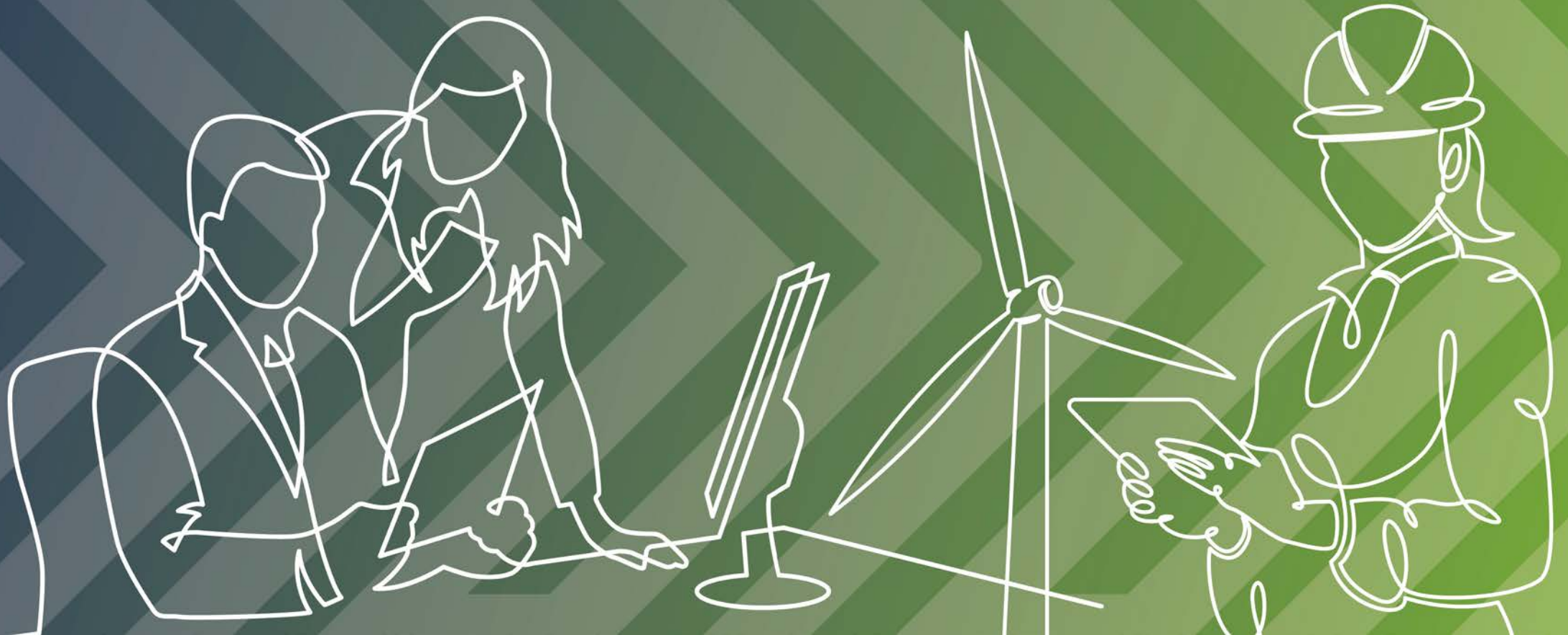
# WORKING TOGETHER TO DEVELOP A SAFE AND SKILLED ENERGY WORKFORCE

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## Building a Net Zero Workforce

# North Sea Transition Deal People and Skills Update

Michael Love, Head of Skills Policy – OPITO



# Introduction to OPITO



# What is the North Sea Transition Deal (NSTD)?

The NSTD is a **transformational agreement** between UK Government, Scottish Government and the Offshore Energy Industry, with **five key outcomes**:



## CCUS

Development of and investment in Carbon Capture, Usage & Storage infrastructure



## Supply Chain Transformation

Support the transformation of the oil & gas supply chain to service low-carbon energy sectors



## Supply Decarbonisation

Reduce production emissions on the pathway to net-zero by 2050

**Hydrogen**  
Creating the economic environment for low carbon hydrogen production to flourish



**People & Skills**  
Support new jobs, reskilling of the oil & gas workforce and a smooth industry transition



# Integrated People & Skills Strategy overview

The P&SS provides a framework to support new jobs & reskill the offshore energy workforce for a smooth transition to net zero



# Aligning offshore energy standards - deliverables

2030 OUTCOME		STRATEGIC PRIORITY
<b>Aligning offshore energy standards</b> <b>Workforce mobility is enabled through an aligned offshore energy training standards framework</b>	1	Create a coalition of standards bodies to map, align and mutually recognise offshore energy safety and technical training standards
	2	Develop an integrated framework of offshore energy safety and technical training standards built on recognition, which is simple, flexible, visible and equitable and avoids duplication of training wherever possible
	3	Implement a digital solution that enables skilled workers to move easily across sectors, creating a more mobile and flexible workforce
	4	Develop a plan to extend existing training standards to emerging sectors such as hydrogen and CCUS to achieve high levels of safety, operational and technical performance



## Context behind the Action Plan

1. There are multiple safety and technical standards and frameworks across the different sectors of the UK offshore energy industry
2. The current lack of recognition among these frameworks creates barriers that inhibit people from pursuing opportunities across the offshore energy industry
3. This will affect, for example, those currently working in the oil and gas sector, who may want to work in the offshore wind or hydrogen sectors

# Meeting future skills demand - deliverables

2030 OUTCOME		STRATEGIC PRIORITY
<b>Meeting future skills demand</b>  <b>The offshore energy sector is able to attract and retain the people it needs to succeed</b>	5	Develop an offshore energy vocational education pathways covering apprenticeships, T-Levels and national vocational qualifications
	6	Map and support a more integrated approach to graduate and post-graduate attraction, including internships, and work experience placements
	7	Further develop and promote the My Energy Future STEM programme, including the creation of an employee value proposition for the offshore energy industry
	8	Map and develop transition pathways to support the attraction and mobility of people from other engineering and technology sectors, including the transition of ex-military personnel
	9	Support the continued development and implementation of the Centre of Doctoral Training in Geoscience, creating the next generation of academic expertise in the energy transition



## Context behind the Action Plan

1. Workforce demand forecasts are likely to outstrip potential supply over the next decade
2. At present, there is no integrated or single 'proposition' for the offshore energy sector in attracting future skills
3. Challenges remain in the recruitment and retention of skilled, experienced workers in the face of strong competition from other offshore regions around the world and from other industrial sectors

# Defining workforce skills - deliverables

2030 OUTCOME		STRATEGIC PRIORITY
<b>Defining workforce skills</b>  <b>The offshore energy industry develops the skilled workforce needed to succeed</b>	<b>10</b>	Define clear career pathways across each sector of the industry, making visible the careers opportunities across the offshore energy sector
	<b>11</b>	Identify and prioritise future skills requirements across technical, digital, safety and business disciplines and create alignment across industry, government and academia
	<b>12</b>	Adopt a digitally-enabled approach to delivering training, development and life-long learning to enable the workforce to develop cross-industry skills and careers



## Context behind the Action Plan

1. Career pathways across the offshore energy sectors are unclear and fragmented
2. There is a lack of integration and options that enable transferability and the identification of re-skilling opportunities



# Improving skills data intelligence - deliverables

2030 OUTCOME		STRATEGIC PRIORITY
<b>Improving skills data intelligence</b>  <b>The offshore energy industry has a robust data framework to enable informed decisions</b>	<b>16</b>	Agree an integrated approach to people and skills data collection, including common skills and job classifications to support forecasting
	<b>17</b>	Develop and introduce a common taxonomy for job roles, and job families to improve sector analysis, and support mobility of skills across sectors
	<b>18</b>	Deliver a periodic offshore energy workforce people and skills survey, providing robust data, intelligence and analysis of offshore energy people and skills



## Context behind the Action Plan

1. In the context of people and skills, there is a fundamental lack of consistent and comparable data across the offshore energy sectors

# Championing diversity and inclusion - deliverables

2030 OUTCOME		STRATEGIC PRIORITY
<b>Championing diversity and inclusion</b>  <b>The offshore energy workforce reflects the diversity of society, is fully inclusive and embraces equality</b>	<b>13</b>	Conduct an employer survey to understand the oil and gas sector's current demographics, establish a baseline and publish recommended actions to help improve diversity, with follow-up surveys to be run throughout the decade
	<b>14</b>	Create a baseline of data across characteristic groups and benchmark against other sectors
	<b>15</b>	Explore the opportunity to create aligned offshore energy sectors D&I roadmaps highlighting areas where action needs to be focused with required resources, advice and support mechanisms for industry to lead the change



## Context behind the Action Plan

1. The oil and gas industry is taking measures to improve diversity and inclusion (D&I)
2. However, further work is required to ensure that workforce composition better reflects society
3. Building on the oil and gas industry's first extensive baselining exercise, delivered by OEUK in 2021, progress can be achieved through collaboration across the entire energy sector

**This action plan is yet to be drafted and will likely involve input from other parties.**

# Energy Skills Passport – overview

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## Mapped Standards across the industry

- Mapped standards enable **mutual recognition of qualifications & training** across the different energy sectors, reducing the repetition of training when workers transition between sectors

## Providing worksite access

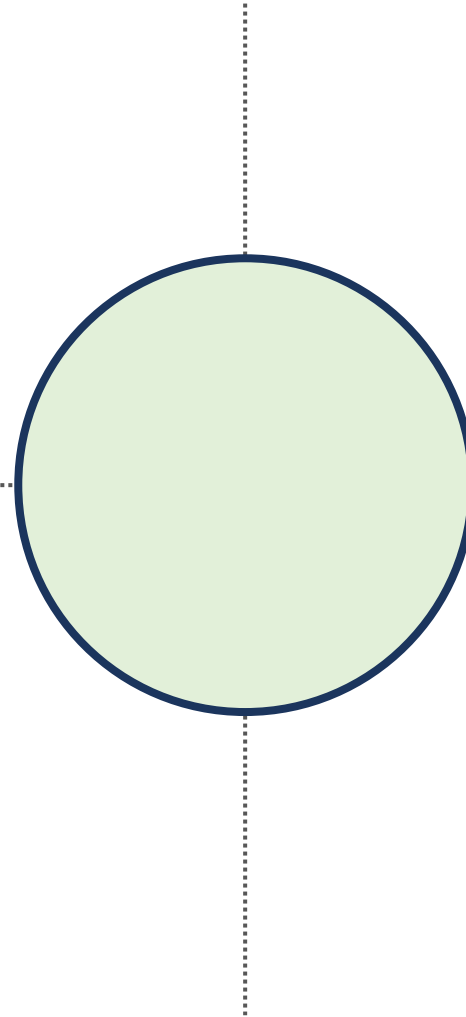
- The workforce can use the Skills Passport to **confirm they have the required core qualifications** to access a worksite in a specific sector, enabling the workforce **to work seamlessly across different sectors**

## Skills Passport as a digital solution

- The Skills Passport is a **digital solution** that displays a worker's existing qualifications & training in **one location**

## Supporting career pathways

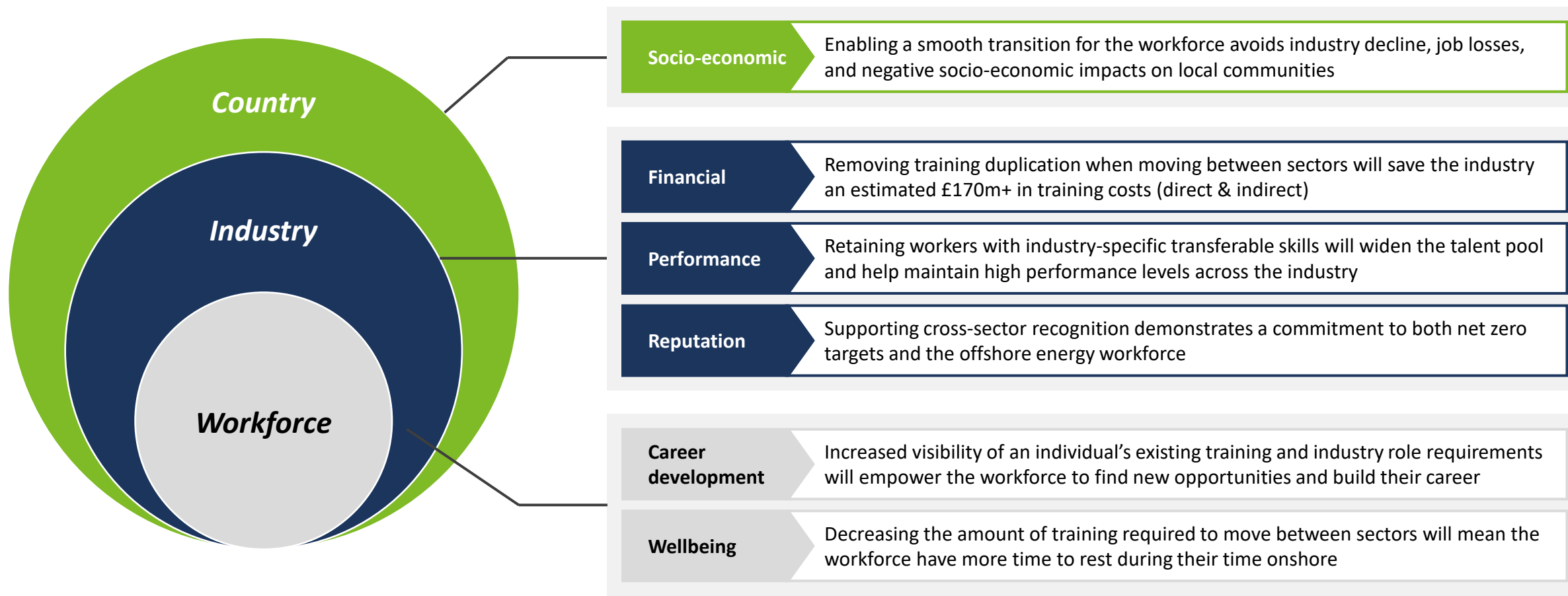
- The Skills Passport enables workers to understand **which qualifications are recognised between sectors** empowering them to **build their career** as the industry transitions to renewable energy sectors



# Skills Passport value proposition

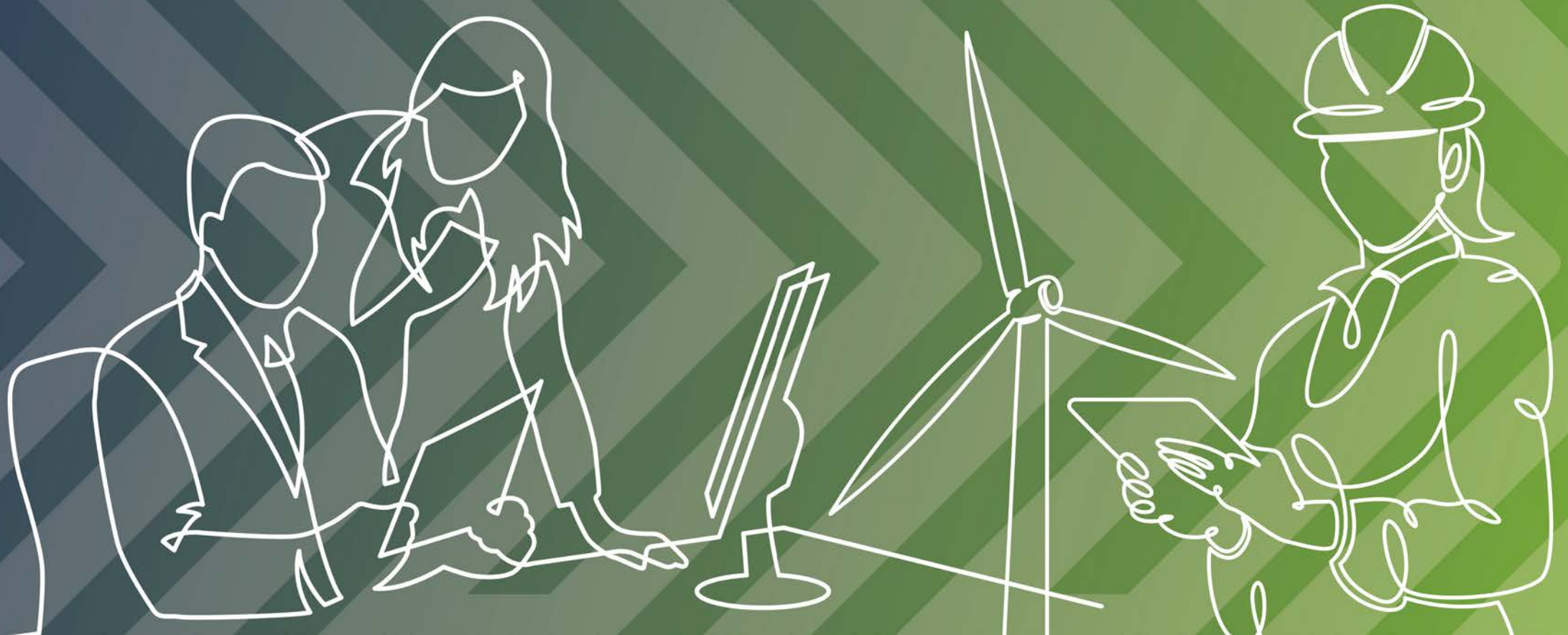
## How the Skills Passport will deliver value:

A forecasted 49,000 Oil & Gas workers will transition to offshore renewables between now and 2030. The Skills Passport, underpinned by industry-recognised mapped standards, will support an **equitable transition** by **removing financial barriers and empowering a highly-skilled and agile workforce**



# Thank you for listening!

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Creating Opportunity  
with **Innovation**  
and **Energy**.



**Opergy**  
Group

## Energy Skills Intelligence Hub Launch

The UK Energy Sector Current &  
Future People, Skills & Vocational  
Requirements

**May 2023**

**Mark Buckton**



## **Mark Buckton BSc (Hons),**

Associate Director – Employment & Skills in Opergy Limited

- A 16-year career in skills and training organisations
- Executive Director of a top 10 Awarding Organisation/Exam Board
- 6 years of Operational Management and Development of Skills and Training Products and Services
- Involved in several skills and employment projects working with BIS, BEIS, DESNZ, Sector Skills Councils, Institute for Apprenticeships and Technical Education, Ofqual, AELP, WorldSkillsUK and Cabinet Office

# Future Energy Workforce – Why Opergy...?



Department for  
Energy Security  
& Net Zero



OWIC Annual  
People & Skills  
Intelligence  
Model

Power Sector  
Regional Jobs  
Estimates



North Sea  
Transition Deal  
People & Skills  
Plan



Offshore Renewable Energy



**Opergy**

We are in a  
privileged position



Doing the power of good for Britain  
EDF CGN

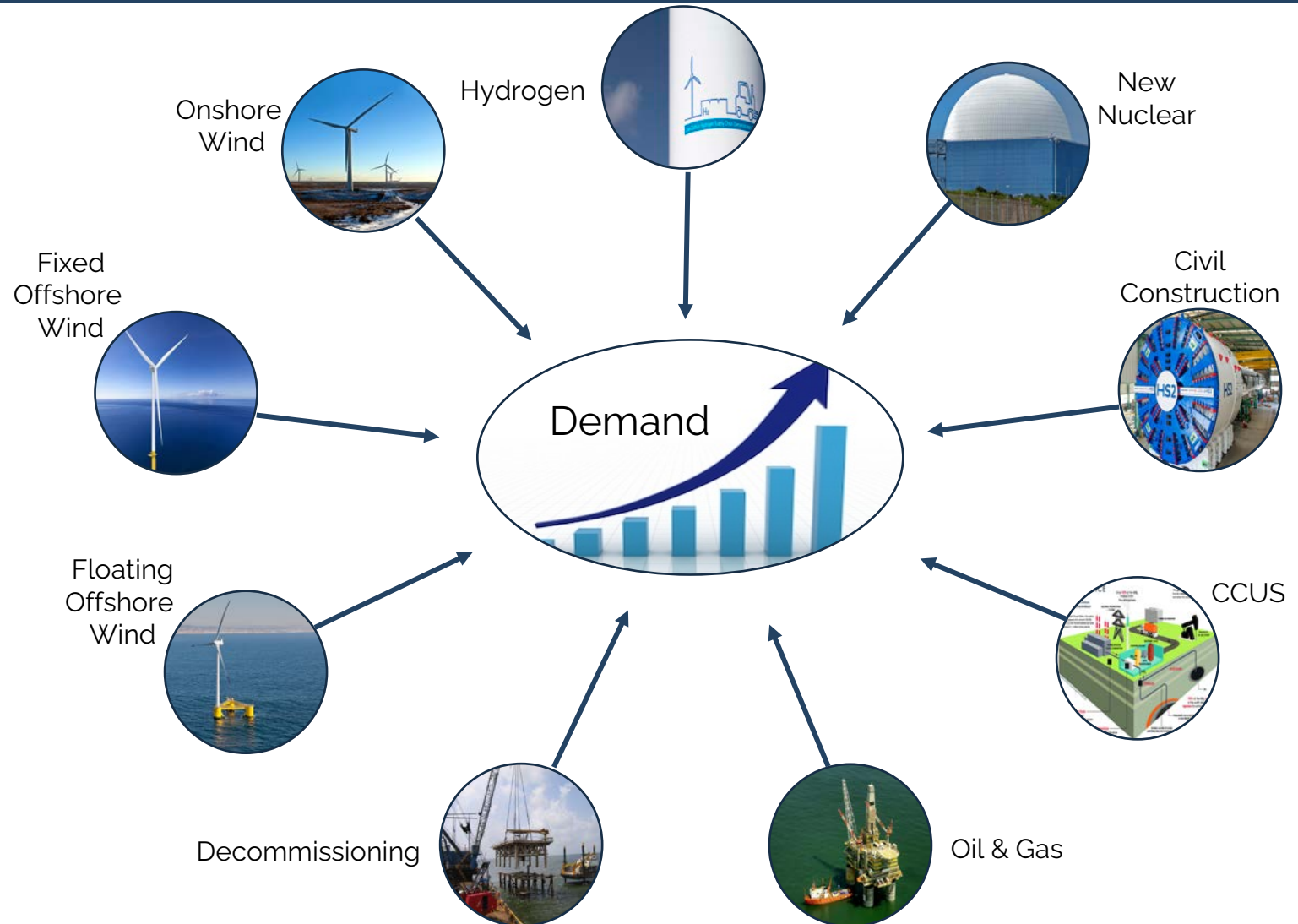
Sizewell C People  
& Skills Planning



# Situation – Future Energy Workforce Demand Sectors

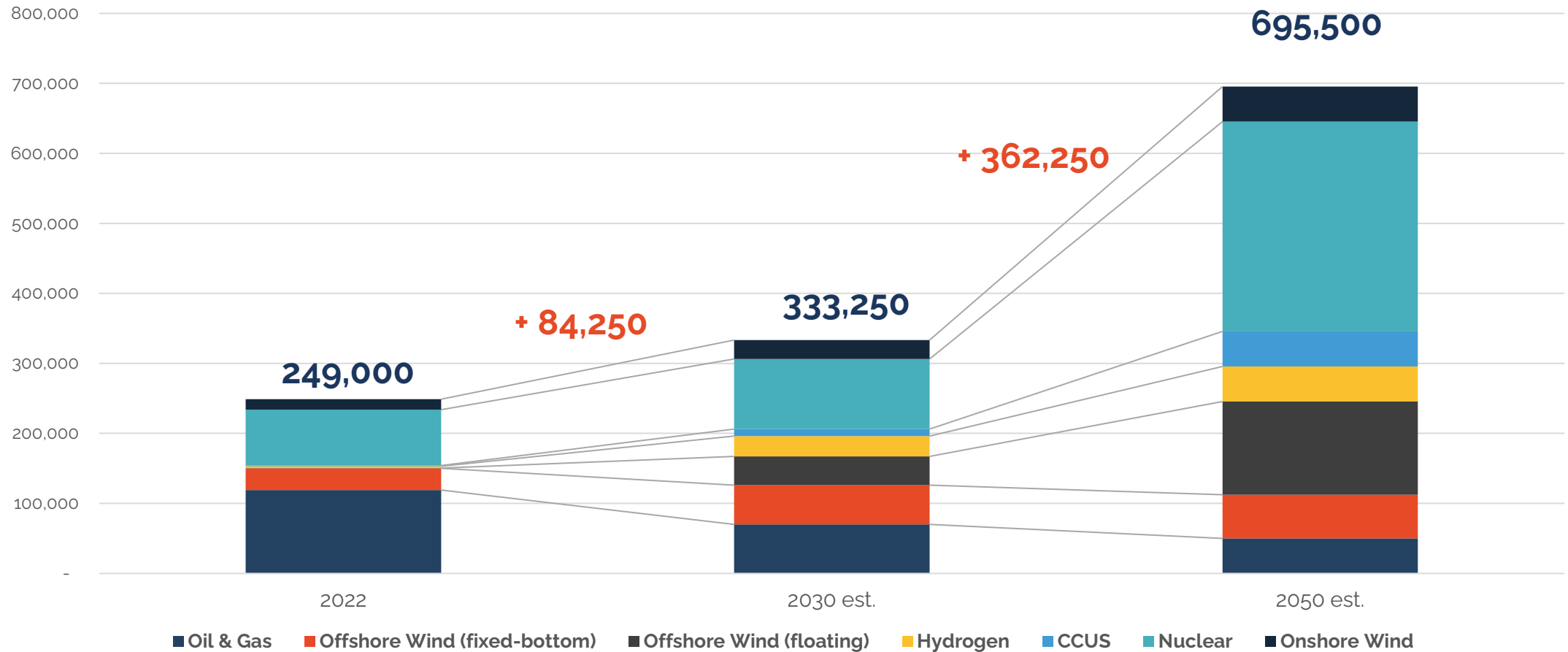
## Sector Demand:

- Currently 1.1m unfilled jobs across the UK economy
- A number of sectors want the same or similar skills
- There is now greater transferability of technical people between sectors
- Technical & Operative careers seem to be less desirable to young people
- Energy is planned to be developed in localities with little history of the energy sector



# Situation – The Growing Energy Sector

## 2022 to 2050 Workforce Estimates by Sector



# The Problem – Why is Employment and Skills Data Needed

**Today there is no single way of seeing the current employment or skills within the sector**

**There is only high-level forecasting of future employment needs**

**There is no detailed Future-casting of the volume and type of skills needed in the future**

**This makes it difficult to understand or communicate the size of the challenge**

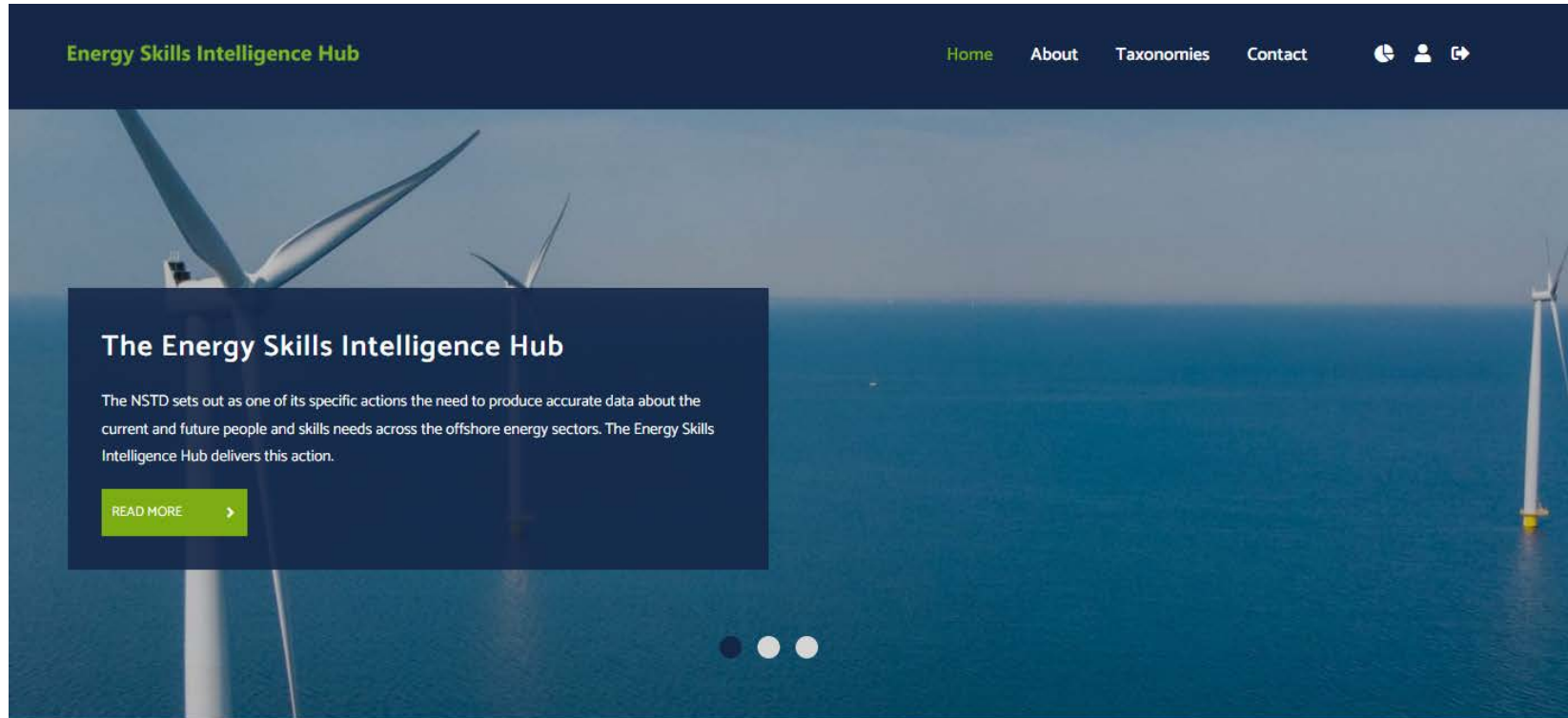
**And means there is little cross sector activity to address the future skills gap**

**Individuals are unable to see the future opportunities in the Sector**

## **Opergy are in the final phase of building and publishing:**

- 1) A database of current employment and skills information for all the energy sector
- 2) A future-cast of employment and skills needs for the energy sector
- 3) The System provides;
  - Easy accessibility - free to use, self-service online interface
  - Filtering of Sector reports for specific parameters e.g. job role, skills level, gender, location etc.
  - Views either at a point in time or over a date range

# Solution - Examples

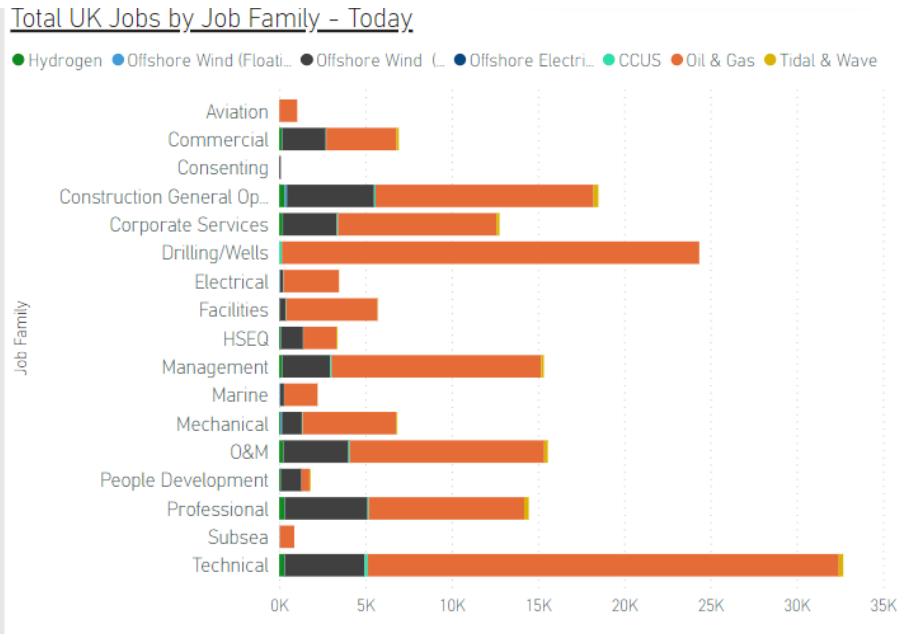


Funded By



# Solution – Example of the Sector Dashboard

- ✓  Aviation
- ✓  Commercial
- ✓  Consenting
- ✓  Construction General Operatives
- ✓  Corporate Services
- ✓  Drilling/Wells
- ✓  Electrical
- ✓  Facilities
- ✓  HSEQ
- ✓  Management
- ✓  Marine
- ✓  Mechanical
- ✓  O&M
- ✓  People Development
- ✓  Professional
- ✓  Subsea
- ✓  Technical



Fixed Offshore Wind

Hydrogen

Floating Offshore Wind

Offshore Electrification

Oil & Gas

CCUS

Tidal & Wave

Jobs by Year

Jobs by Region

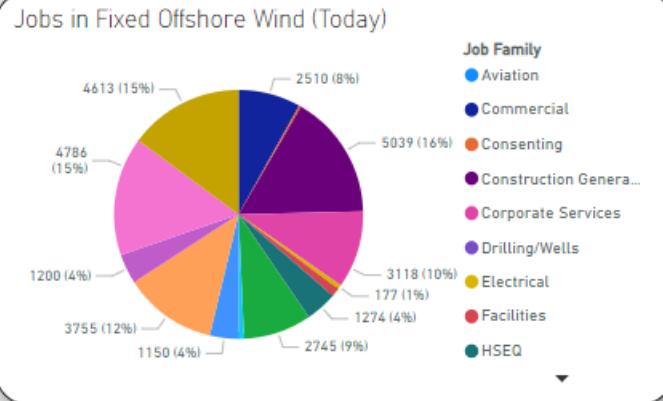
UK Jobs in Hydrogen - Today	UK Jobs in Floating Offshore Wind - Today	UK Jobs in Tidal & Wave Energy - Today
2.0K	503	1.7K
UK Jobs in Oil & Gas - Today	UK Jobs in Fixed Offshore Wind - Today	UK Jobs in Offshore Electrification - Today
129.9K	31.0K	98



# Solution – Example of a Sector View

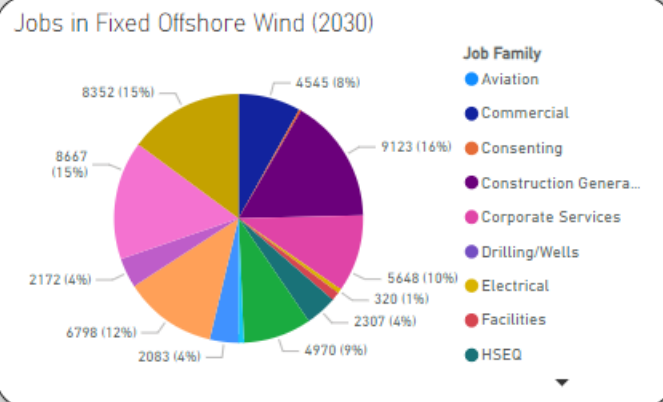
## Jobs in Fixed Offshore Wind across the UK

- Job Family
- Aviation
  - Commercial
  - Consenting
  - Construction General Opera...
  - Corporate Services
  - Drilling/Wells
  - Electrical
  - Facilities
  - HSEQ
  - Management
  - Marine
  - Mechanical
  - O&M
  - People Development
  - Professional
  - Subsea
  - Technical



Total Jobs - Today

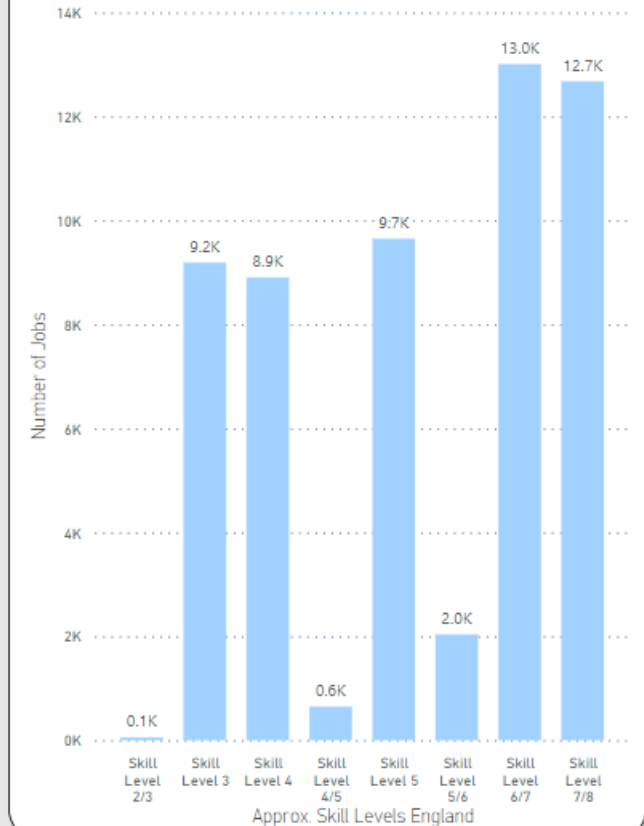
31.02K



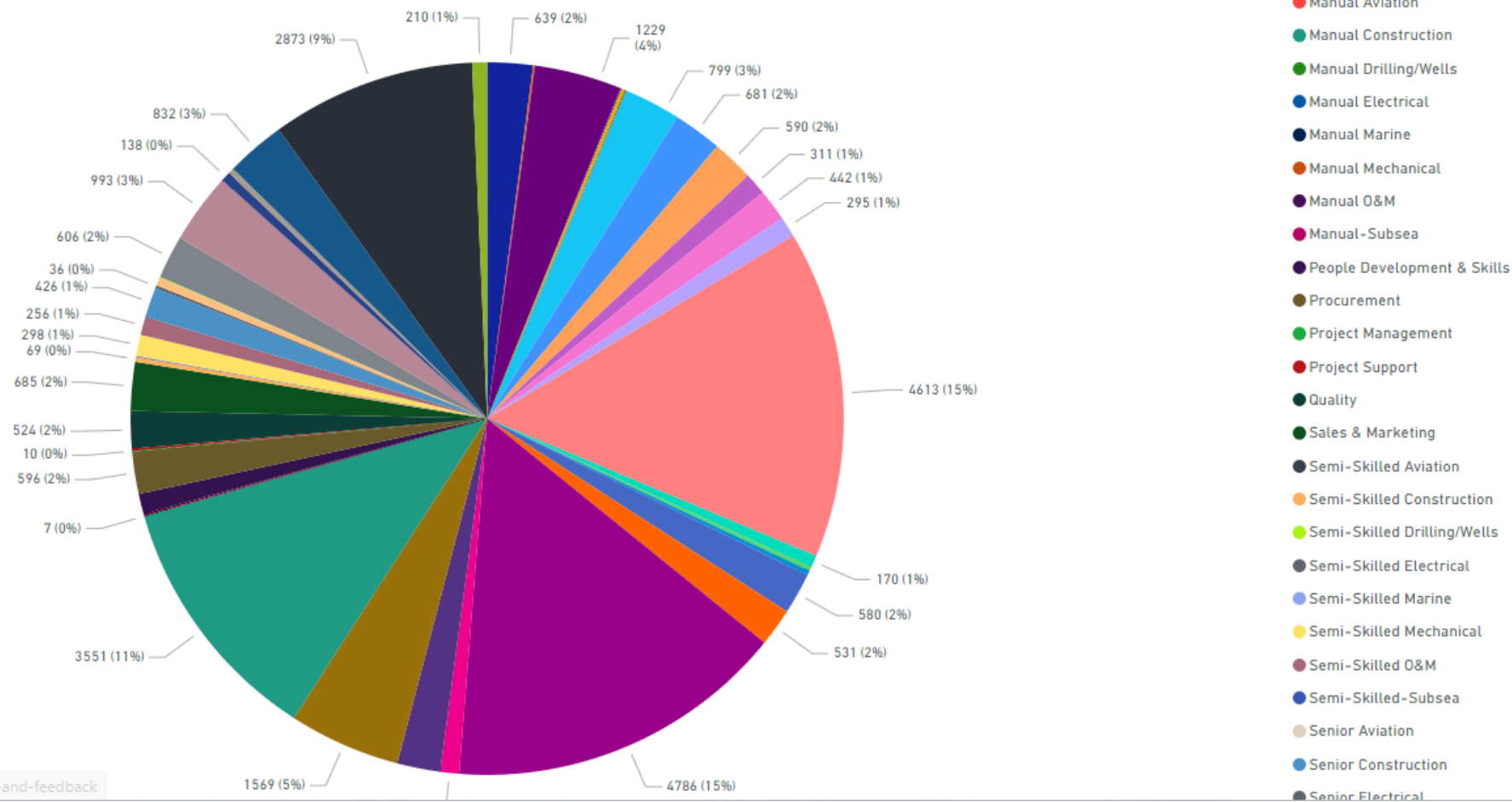
Total Jobs - 2030

56.17K

Total Jobs by Skill Level - 2030



# Solution – Detailed Sector View of Job Types





# Solution – Example of Data over Time

SECTOR

All

LOCATION

All

YEAR

All

Job Family  
All

Job Family Sub Group  
All

Age  
All

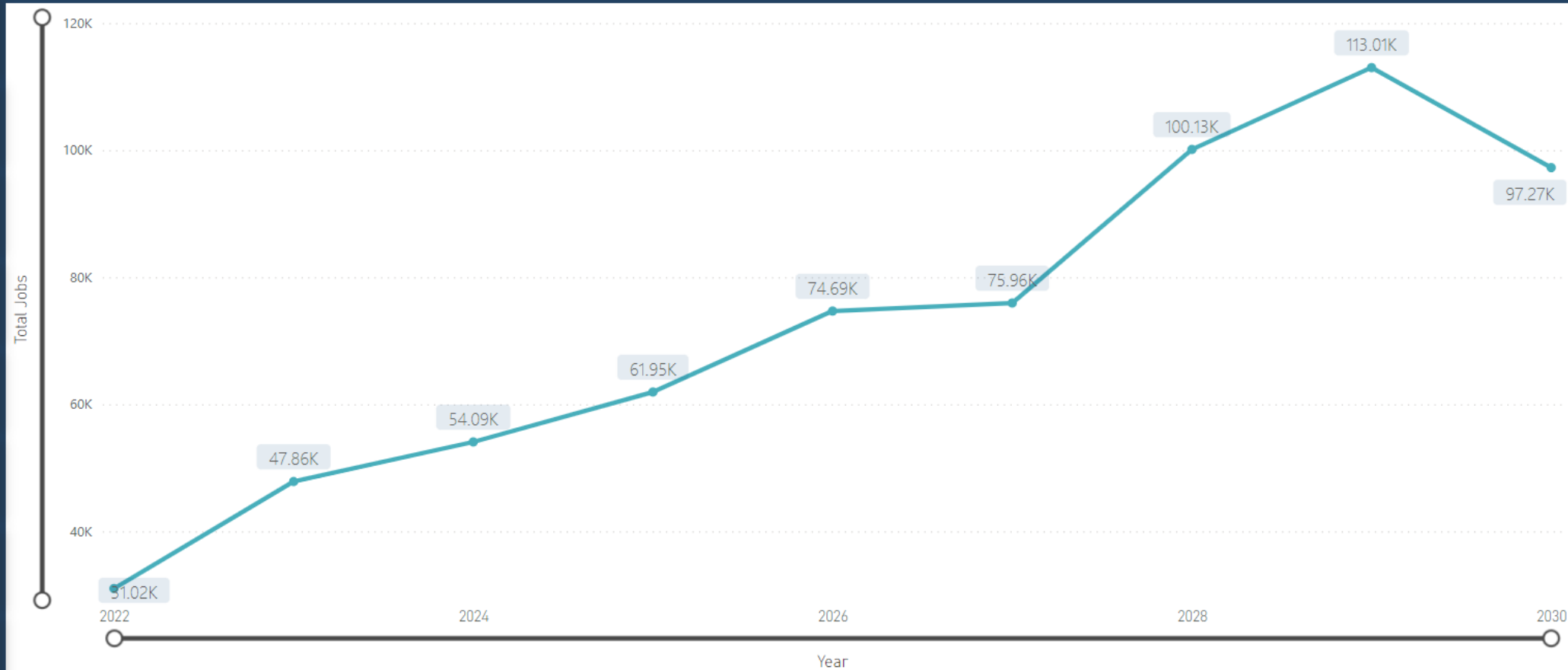
Gender  
All

Nationality  
All

Ethnicity  
All

Employment Status  
All

Full or Part Time  
All



# Solution – Example of Data by Location

SECTOR Fixed Offshore Wind

LOCATION All

YEAR 2022

Job Family  
All

Job Family Sub-group  
All

Age  
All

Gender  
All

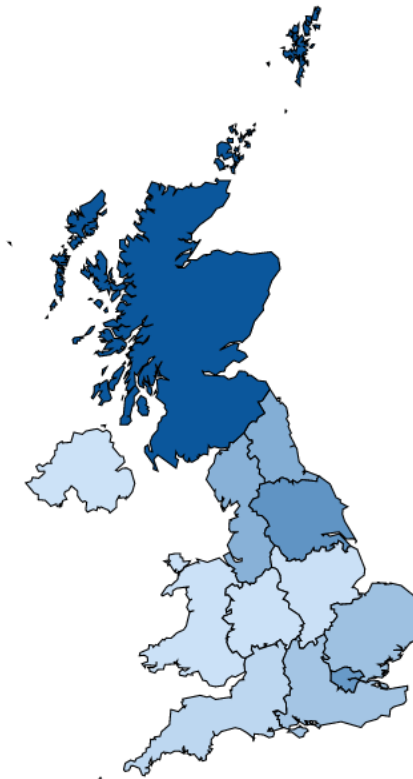
Nationality  
All

Ethnicity  
All

Employment Status  
All

Full or Part Time  
All

## Total Jobs by UK Region



East Midlands	168
East of England	1874
Greater London	3992
North East England	2916
North West England	2744
Northern Ireland	83
Scotland	7616
South East England	1648
South West England	683
Wales	118
West Midlands	124
Yorkshire & The Humber	4294

If you want to see more



**Opergy have a stand in the exhibition area**  
**Please come to our stand to see the Energy Skills Intelligence Hub**  
**working for yourself**



opergy

Thank You

# Our panel

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**Esmee Thornton**  
Deputy Site Manager  
Siemens Gamesa



**Mark Buckton**  
Associate Director of  
Employment and Skills  
Operry Ltd.



**Rob Stebbings**  
Lifting Operations  
Technical Specialist  
Vattenfall



**Gabby Waterman**  
Stakeholder Advisor  
Ørsted



**Michael Love**  
Head of Skills Policy  
OPITO



**Susan Falch-Lovesey**  
Stakeholder Manager  
Equinor

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