



Skills For Energy

Programme Plan

May 2011

Skillsfor
Energy
EAST OF ENGLAND



BACKGROUND

Skills For Energy (SfE) was established in its current format three years ago. It brought together a number of sector skills organisations and public sector bodies together with 12 key industry players. David Edwards (CEO of SLP in Lowestoft) took over the chair from Joanna Woolf (CEO, Cogent) to ensure that the programme was truly industry led. It was hosted by EEEGR. Blair Ainslie (MD, Seajacks) took over the position of chair at the end of the first year and John Sewell (Operations Manager, Perenco) as vice chair.

To support the leadership and delivery of the programme, DECC seconded one of their senior officials to take the role of Executive Director. At the outset SfE was considered to have the potential to be replicated in other regions and its support enabled it to be piloted and assessed. Discussions are ongoing to explore the potential for a Skills For Energy equivalent within the Greater South East and in Scotland.

The operational funding was provided by EEDA (East of England Development Agency) matched by contributions from a number of companies in the industry. The partnership board included ECITB, EU Skills, Cogent, SummitSkills, OPITO and SEMTA (at CEO level) until the programme had become established at which point strong relationships had been made with the SSCs and so only ECITB remained on the Board as a key funding body having provided substantial funds into a couple of the key projects e.g. Energy Skills Foundation Programme. The industry was represented by senior managers from Seajacks, Perenco, Shell, AMEC/AJS, British Energy – Sizewell B, EDF, ODE, 3Sun, SLP, SSE, Peter Brotherhood/Dresser Rand, Mainstream Renewables. The Partnership is not exclusive and so other companies have participated e.g. Crown Estates, CLS Offshore and Petans and others are always welcome to participate within the Partnership Board.

The Partnership focuses on cross-sectoral skilling and transferable skills (both between sectors in the energy industry but also from other sectors) which provides employment but, more importantly, enables people to have long term careers within the energy industry.

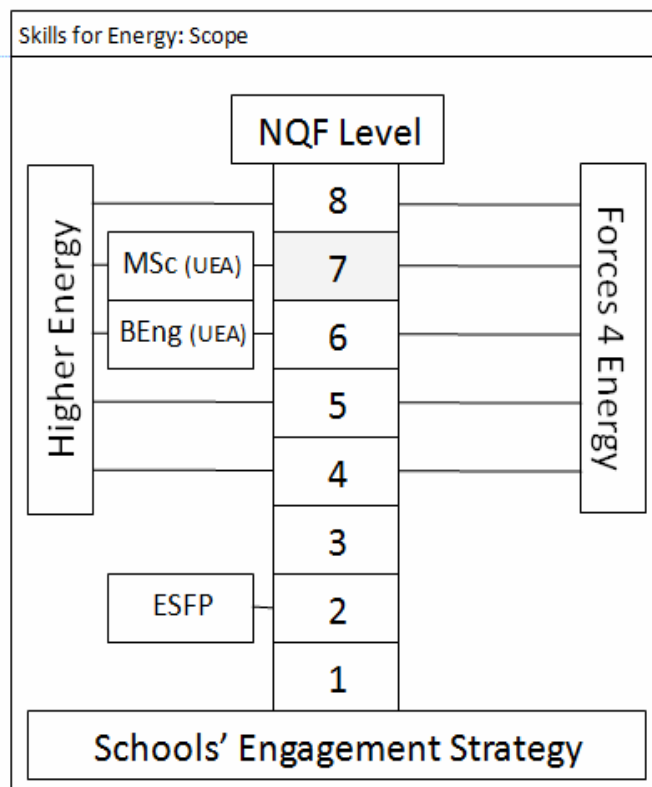
CURRENT POSITION

At the end of the three year period, the industry determined that the programme had been an outstanding success and so should be continued. By the conclusion of the three year period it had:

- Improved coordination of the Industries major players into the skills demands and needs of the region.
 - Liaised with major companies and assistance to Regional organisations in the implementation of strategies and proposals.
 - Liaised with key industry players to lever financial support to underpin delivery and sustainability
 - Provided a regional voice for the industry on skills matters and raised the profile of the energy sector to a wider population.

- Piloted Energy Skills Foundation programme which will be made available for roll-out to providers throughout UK in 2011. Ten apprentices entered the industry from the 2010 programme who would not normally have had access to the industry.
- Supported the establishment of Forces4Energy – a company established to support the strategic recruitment and transition of military personnel into the industry
- Influenced UEA to develop an energy engineering degree programme – an MSc Energy Engineering programme was launched in 2011 and the BEng is in early stage development
- Higher Energy – modular approach to work-based learning and CPD to be further developed to an on-line programme starting in 2011
- Undertaken the background research leading to the EPSICentre which will result in enhanced underpinning of the training provision for the industry, improving capacity and capability of the local providers, reducing costs of crucial training delivery bringing it into the region wherever feasible
- Increased awareness through education and academia of the careers opportunities in the industry
- Delivered the Skills For Energy conference in 2009
- Contributed to the development of local energy strategy development eg County Councils, Local Economic Partnerships and delivery of key components

Skills For Energy continues to be hosted as a key programme within EEEGR and operational funding is provided by the industry.



VISION

Local people, trained locally, to have careers in local companies.

MISSION

Increasing the availability of suitably skilled and qualified people for when they are needed and ensuring the existing workforce continues to be able to meet the needs of the industry in the future, enables the industry in the region to compete for contracts, attracts inward investment and supports the sustainability of a growing and vibrant industry. Skills For Energy will achieve this through collaborative and partnership working with private and public sectors, academic and education.

FOCUS

The industry

The energy industry in the East of England determines the strategy, the objectives, the priorities and commits to their delivery and achievement through Skills For Energy. Projects must impact throughout the supply chain. This is particularly important since some companies do not recognise that they contribute into the energy supply chain. There are very few head offices in the region; much of the supply chain is in the lower tiers and predominantly comprises SMEs. SfE operates where it can add value and delivery is achieved through collaboration.

Geographic coverage

SfE supports the industry in the East of England, primarily in the coastal areas of Norfolk, Suffolk and Essex but will support companies or business further south.

Sectoral coverage

The primary focus is to support the nuclear, (oil &) gas and offshore wind whilst recognising the synergies with transmission.

Although there is significant interest and synergies in distribution, biomass, sustainable construction, micro-generation etc, these are delivered through others e.g. SusCon, InCrops.

Skills For Energy focuses on the core skills most of which are in common and so transferable between the sectors in the energy industry as well as from outside the industry, commercial as well as technical skills.

WORK AREAS

There are two major objectives which determine the areas of operation which relate to people coming into the industry and the existing workforce. These are reviewed regularly and priorities change to reflect the change in the industry's needs.

Objective 1 To attract and provide routes of access to people of all skill levels. This is achieved through:

- ▶ **Influencing and developing degree programmes** to ensure more graduates are available locally i.e. encouraged to stay within the region on graduation
 - ▶ **MSc Energy Engineering** at University of East Anglia – launched April 2011
 - ▶ **BEng Energy Engineering** at University of East Anglia (launch in 2012/13)
 - ▶ **Apprenticeships** – providing routes into the industry
 - ▶ **Energy Skills Foundation Programme (ESFP)**. Piloted initially in 2009-10 but further work was required.
 - ▶ The second (and final) year of piloting will be completed during 2011 so that the programme meets the industry's needs and is available on the QCF
 - ▶ Roll-out of ESFP throughout UK (already launched in Wales)
 - ▶ Supporting Lowestoft College's delivery of ESFP for a further and final year
- ▶ **Transition training** to facilitate access into the industry of highly transferable and/or high skilled individuals e.g. military personnel
 - ▶ **Forces4Energy** (supporting military personnel through awareness training, upskilling, work placements etc)
 - ▶ Industry awareness event 9 June
 - ▶ Transition training programme for military engineers (Based on ECITB Re-Engineer), 6-8 week programme, complete 1q 2012, pilot for electrical and instrumentation engineers
- ▶ **Careers promotion in schools** – SfE supports others involved in promoting the uptake of the STEM subjects (Science, Technology, Engineering and Mathematics) and increasing industry awareness where resources allow, but the main area of interest is ensuring that there is sufficient information available to ensure that students are aware of the jobs and career opportunities in the industry

Objective 2 To ensure that the current world class workforce continues to meet the needs of the industry in both the short-term and long term

- ▶ **Beyond 2010** providing grant funding for training provision to companies involved in energy or wishing to move into the energy industry.
- ▶ **EPISCentre** (Energy Production Innovation Skills Centre) *addressed in more detail in the following section.*
- ▶ **Higher Energy** programme (modular, work based learning, on-line, Foundation Degree to doctorate - ongoing)

ENERGY PRODUCTION INNOVATION SKILLS CENTRE (EPISCentre)

Following the completion of an exploratory feasibility completed in May 2010 to examine what needed to be done to enhance and underpin the provision of training to the energy industry in the region, it was determined that an industry **Energy Skills Centre** was required.

It would be a national centre of excellence establishing a programme of industry training courses currently not available locally.

The EPISCentre, as it is known, will be an industry-led partnership with academia, training providers, and public bodies. It will coordinate/interface services of existing providers to develop capacity and capability of both public and private provision to meet the industry's training needs. It will only deliver training directly where it adds value. The proposal is that it will operate as a 'hub and spoke' delivery model linking with established organisations e.g. Lowestoft College, University of East Anglia, Petans, Hethel Engineering Centre etc.

The centre itself will be a flagship building with workshops, classrooms and external yard facilities. Four sites were identified (out of 360 that were considered) in Great Yarmouth, Gorleston and 2 in Lowestoft.

The centre will be of strategic importance not only supporting and underpinning skills delivery but also retaining existing companies and attracting inward investment by the top tiers of the energy supply chain.

A further piece of work was commissioned to establish the business case and is scheduled to conclude in May 2011. This work will consider in greater detail at the costs, and potential delivery constraints and timeframes around the preferred sites. It will consider potential revenues, funding and operational models; delivery models, procurement options and appraisals considered for the preferred sites; and refine the Business Plan to inform any public or private funding case.

SUPPORTING STRATEGY DEVELOPMENT

SfE has always played a role contributing to the strategy development of others where it has touched on energy or had implications for the industry. However, it is now seen as the focal point for supporting the energy skills strategies for New Anglia Local Economic Partnership and Norfolk, Essex and Suffolk County Councils joint strategy. It will also play a significant role in others e.g. Sizewell C nuclear new build skills strategy to ensure alignment and complementarities with SfE objectives. It is considering the feasibility of link with SusCon (micro-generation, sustainable construction) to develop Skills For Energy, South East to provide more effective support for business opportunities in the south of the region e.g. London Array.

Finance

SfE continues to be hosted by EEEGR which provides much of the “back office” support and has identified £45k of the operational funding from EEEGR members to ensure the continuation of SfE for a further year. A further £15k has been offered by Seajacks. ECITB has offered to match the funding on the condition that the industry contribution is from non-inscope organisations. The SfE funding is ring fenced within EEEGR and accounted for in a separate budget line. The following tables represent the position at 8 May 2011.

Activity	Secured	Pending	Projected	TOTAL
ECITB		60		60
Seajacks (EEEGR - Perenco, Tullow, Shell)	60			60
B2010	225			225
ESF Outcomes			75	75
ESFP	96	6		102
EPISCentre - phase 3	29	21		50
Additional funding			100	100
TOTAL				672

	£
Income	672
Overheads	120
Cost of delivery	527
Surplus	25

Future funding

SfE is in the process of seeking further funding from the industry and also exploring a number of other avenues to support various projects both existing or new e.g. ERDF, Growth & Innovation Fund, ESF Improving Sector Capability, Employers Investment Fund (phase 2) and Regional Growth Fund.