

Green Jobs Webinar
Thursday 11 November
2021

THE CAREERS &
ENTERPRISE
COMPANY



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Agenda

Time	Session
14.00	Welcome, introduction and context to the event <i>Julian Buttery, Business Partnerships Senior Manager, CEC</i>
14:10	What is a Green Job – an energy sector perspective? – Carl Jordan – Policy Manager, Energy & Utility Skills Followed by Ellie Henderson & Caroline Donnelly - Education Managers, from Energy & Utility Skills Member Anglian Water, talking about ‘Engaging Students with Green Jobs’ <i>Q&A – moderated by Anna Frazer, Head of Business Partnerships CEC</i>
14:35	Green Careers – What is happening in other sectors to promote Green Jobs/Careers? Sarah Crush – Corporate Social Responsibility Manager, Thakeham Group Jake McClure – Director, Organisational Capability, DEFRA Group Nicola Swaney – Education Outreach Manager, Rolls-Royce
15.10	Questions to the speakers from the audience <i>Moderated by Julian Buttery, Business Partnerships Senior Manager, CEC</i>
15.20	Summary & Close
15.30	Ends



GREEN JOBS

Carl Jordan



ENERGY &
UTILITY SKILLS

Green Jobs



- Significance – why we think this matters
- Definitions – existing definitions of a green job
- The Energy & Utilities Sector – developing a narrative on green jobs
- Appendix: policies 2020/2021

Green Jobs: significance



- How green jobs and skills are being defined by policy makers and others –
 - *There is an opportunity to use the sector's experience and future business planning to inform definitions*

Green Jobs: significance



- The potential prioritisation of investments in sectors, jobs and skills that are defined as green
 - ***There is an opportunity to call for the skills, occupations and businesses that impact most on climate change mitigation to be recognised and prioritised***

Green Jobs: significance



- The potential for energy and utility sector talent attraction because of the sector's real impacts on reducing carbon dioxide emissions and mitigating climate change.
- ***There is an opportunity that through an appropriate definition of green jobs and skills energy and utilities businesses are attractive employers because of their impact on carbon reduction and climate change mitigation***

Green Jobs: policies



Free Courses for Jobs Level 3 offer with links to green skills: 40 of the 400 now badged as green

- Includes:

- City & Guilds Level 3 Diploma in Gas Engineering
- City & Guilds Level 3 Diploma in Gas Utilisation Installation and Maintenance: Water Heating and Wet Central Heating

- Also includes

- NCC Education Level 3 Diploma in Computing
- IMI Level 3 Diploma in Motorcycle Maintenance (VRQ)
- SQA Level 3 Diploma in Maritime Studies
- AAT Advanced Diploma in Accounting - Level 3

Green Skills & Jobs: policies



- Institute for Apprenticeships and Technical Education (IfATE) Green Apprenticeship Advisory Panel (GAAP)
- GAAP endorsed existing apprenticeship standards

- Includes
 - Smart Home Technician – L3
 - Dual Fuel Smart Meter Installer – L2
 - Maintenance and Operations Engineering Technician – wind turbine – L3

- Also includes
 - Project Manager – L6
 - Business Analyst – L4
 - Software Developer – L4

Green Jobs: definitions



- International Labor Organization
 - “Green jobs are decent jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency.”
- United Nations System of Environmental Accounting defines the Environmental Goods and Services Sector (EGSS) as:
 - “Areas of the economy engaged in producing goods and services for environmental protection purposes, as well as those engaged in conserving and maintaining natural resources”.

Green Jobs: definitions



- The Office of National Statistics produces the annual Low Carbon and Renewable Energy (LCREE) survey, which covers:
 - “Economic activities that deliver goods and services that are likely to help the UK generate lower emissions of greenhouse gases, predominantly carbon dioxide”.
 - Turnover in the UK low carbon and renewable energy economy (LCREE) was estimated to be £42.6 billion in 2019.
 - Employment in the UK LCREE was estimated to be 202,100 full-time equivalent (FTE) in 2019

Green Jobs: definitions



- O*Net:
 - Green Increased Demand (Green ID) are existing jobs that are expected to be in high demand due to greening, but do not require significant changes in tasks, skills, or knowledge. These jobs are considered as indirectly green because they support green economic activity, but do not involve any green tasks.
 - Green Enhanced Skills (Green ES) are existing jobs that require significant changes in tasks, skills, and knowledge as a result of greening.
 - Green New and Emerging (Green NE) are unique jobs (as defined by worker requirements) created to meet the new needs of the green economy.

Green Skills & Jobs: definitions



- Green Jobs Taskforce - July 2021
 - “Employment in an activity that directly contributes to - or indirectly supports - the achievement of the UK's net zero emissions target and other environmental goals, such as nature restoration and mitigation against climate risks.”
 - The Green Jobs Taskforce also declared that “any job can be a green job.”

Green Skills & Jobs: energy & utilities sector



- Direct “Green Collar Jobs”
 - *new or current roles that enable a low carbon economy, or directly support environmental goals, such as mitigation against climate change risks, for example Wind Turbine Technician, Nuclear Engineer, Flood Management, or Energy from Waste recovery operations*
 - *existing roles that require additional skills to repurpose them, such as Smart Meter Installer extended to Low Carbon Domestic Technologies Installer*
- Indirect “Green Jobs”
 - *existing jobs that contribute to the greening of economic activity but do not involve any new specific green skills or tasks, for example the goods vehicle driver delivering the components to build a wind turbine.*

<https://www.energyutilitiesjobs.co.uk/what-are-green-jobs/>



THANK YOU!

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**ENERGY &
UTILITY SKILLS**

Green Skills & Jobs



- **Appendices**

Green Jobs: policies



- National Skills Fund – September 2020
- Ten Point Plan for a Green Industrial Revolution - Nov 2020
- National Infrastructure Strategy - Nov 2020
- Energy White Paper - Dec 2020
- Climate Emergency Skills Action Plan (Scotland) - Dec 2020
- Skills for Jobs (FE White Paper) - Jan 2021
- Spring Statement (Budget) - Feb 2021
- Green Jobs Taskforce Report – July 2021
- Transport Decarbonisation Plan – July 2021
- Hydrogen strategy – Aug 2021
- Heat & Buildings – October 2021
- Net Zero Strategy – Build Back Greener – October 2021
- COP26!

Anglian Water



Engaging students with Green jobs

Ellie Henderson and Caroline Donnelly



It's not just words... but embedded



4 July 2019 Anglian Water becomes first water company to embed public interest at its core

- Social and environmental objectives embedded at the highest level in the business
- Board Directors and Chief Executive signal "cast iron commitment" to a sustainable future for the region

04 July 2019 Blog
Peter Simpson: "I'm so proud that Anglian Water has become the first water company to embed public interest at its core"



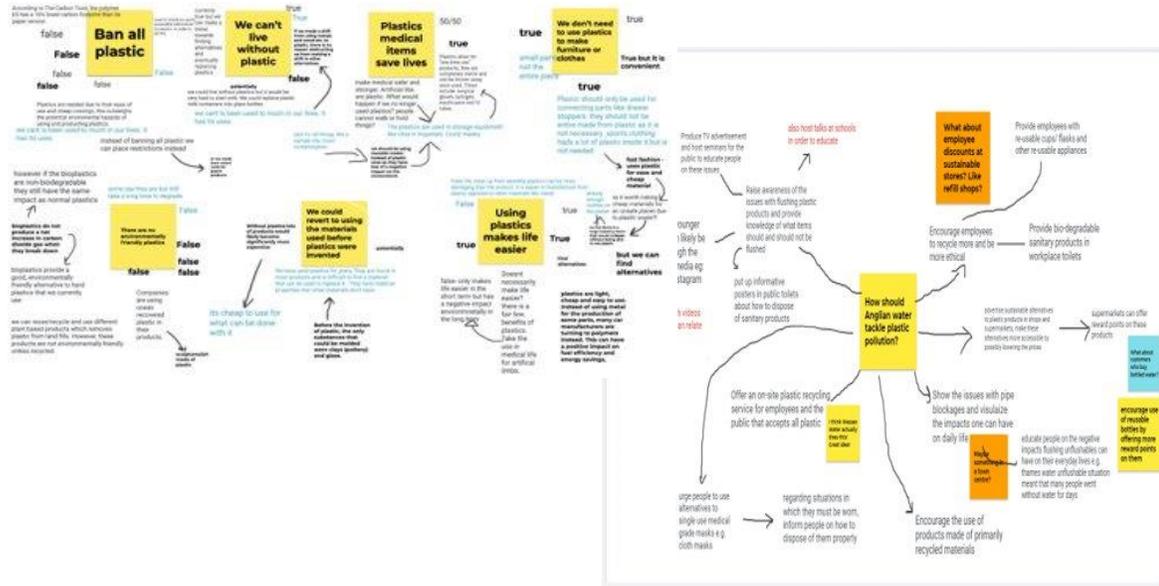
Six capitals



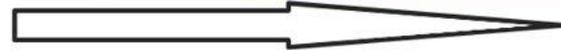
Virtual Work Experience



My school had offered many different work experiences but this one stood out to me the most as it was about being more ethical and environmentally friendly, which is something I am interested in. Student Green week feedback

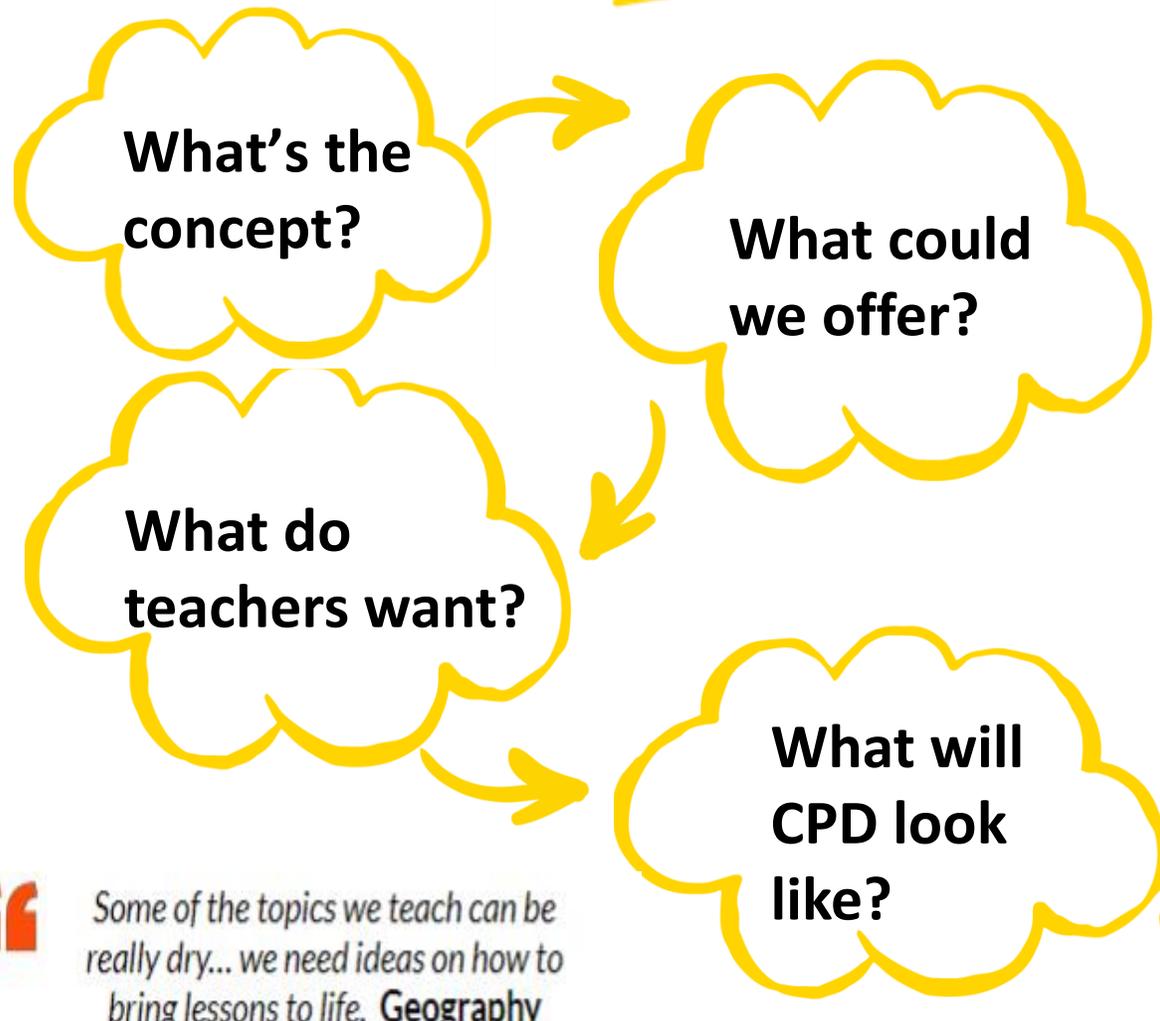


- Main Idea:** Tyre Particle Catcher
- Team up with developers to implement the technology into all Anglian Water transport
- Create and Advert to push the recognition of the idea
- The advert will encourage other companies to do the same overall reduce the affect of rubber/plastic particle pollution



CPD for Teachers

'We are looking for value in that sense [climate change], as well. Something which doesn't just ally itself to A Level groups or GCSE groups. Something that we can disseminate across all of them.'
Senior leader, Secondary school



Key findings

- Online & Offline**
 Most CPD activities are offered up online. CPD is seen as convenient & highly valued. However, there do not want face-to-face sessions to disappear. We have seen a mix of online and face-to-face CPD events.
- Inspire & Engage**
 Teachers want to come away feeling inspired by new teaching and learning ideas. The most effective ways to do this through CPD are opportunities to share ideas, opportunities for networking and group work to work with other teachers. It is not sufficient to just present new information, it is important to have a focus on what can be done in the classroom.
- Support & Encourage**
 CPD is most effective when supported and encouraged by those in the school. CPD is most effective when supported and encouraged by those in the school. CPD is most effective when supported and encouraged by those in the school.
- Align & Focus**
 Climate change is sustained by almost all CPD activities in both primary and secondary schools. CPD is most effective when it aligns with the national curriculum and is focused on the most pressing needs of the school. CPD is most effective when it aligns with the national curriculum and is focused on the most pressing needs of the school.
- Communicate & Showcase**
 CPD is the most effective way of communicating CPD to teachers. CPD is most effective when it is communicated to teachers through CPD. CPD is most effective when it is communicated to teachers through CPD.

'Most of the CPD that I've done over the last 3 or 4 years has all been examination focussed, exam board based.'
Senior leader, Secondary school

Some of the topics we teach can be really dry... we need ideas on how to bring lessons to life.
Geography teacher, Secondary School

Long term...

Sustainable Schools

'All sustainable development goals come down to education '
[Malala Yousafzai \(2016\)](#)

Working together to transform strategies, policies, sites, practises, resourcing, teaching and learning curriculum ensuring sustainability, green skills and knowledge are delivered to every student and the wider community.





Thank you 
for listening

Green Jobs & Cornerstone Employers

Sarah Crush

Corporate Social Responsibility Manager



THAKEHAM
GROUP

Today & Tomorrow...



- Construction industry is worth over £30bn, with 2.7m employees in the UK!
- 123,151 new homes built in 2020
- 25 million homes need to be retro fitted for renewable energy use by 2050 to hit government targets on carbon reduction
- £13bn investment from Governments Plans for Jobs





Industry is evolving!

How do you prepare for a job that doesn't exist yet?



- Inspire young minds to care about their environment and engage with it in a locally focused and holistic way

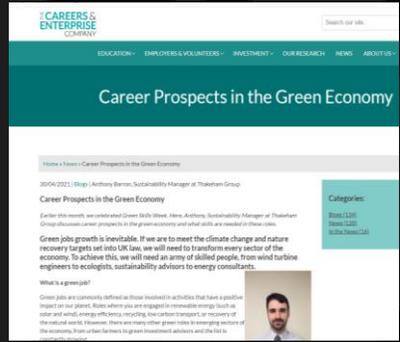
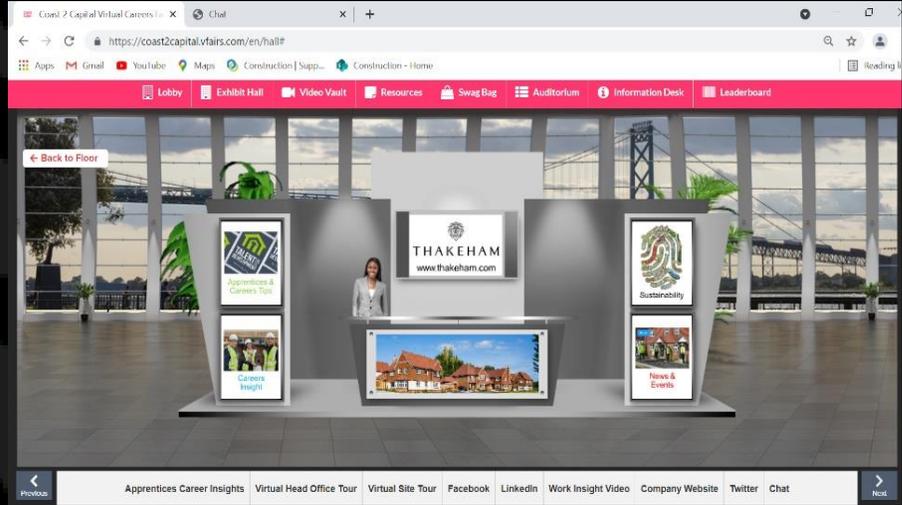


How do you prepare for a job that doesn't exist yet?



- Inspire with real world examples and tasks
- Give insight to those in the current roles and how this will evolve
- Take a skills focused approach
- Cover all the platforms...





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Thank You



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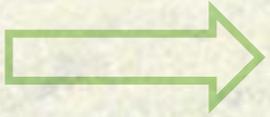


Rural Payments Agency

Everything we want to do, depends on having the people in place to do it.



We need brave, bold, innovative thinkers who inspire others to work differently and plan for the future.



We need to place sustainability at the heart of every decision about how we work together, with our customers and for the wider communities we serve.



We need Green leaders at every level, in every organisation.



Rural Payments Agency

How can we empower people to think innovatively, work differently and plan for the future?



We want to give people the theory of leadership, organisational structure and the tools they need to act as agents of change within their organisation to support people, policy and processes, achieve environmental sustainability goals.



Rural Payments Agency

Green Leadership Pathway

How can we think innovatively to find sustained and transformational solutions to the challenges we face and achieve NetZero?

Think innovatively

How do we view information and make decisions through the lens of environmentally sustainable leadership?

How can we influence, inspire and support people to work in new ways? Acting as agents for change and fostering individual commitment and engagement.

How do we connect with our customers and share our values around environmental sustainability effectively?

Work differently

How do we challenge ourselves to make environmentally responsible decisions?

How can we think more strategically to build successful, sustainable futures for all? Recognising the interdependence with other key sustainability values and valuing networks and coalitions

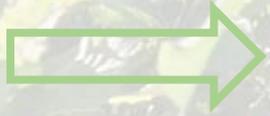
How can we think more strategically to build successful, sustainable futures for all? Introducing Gradual development, incremental change and managing for long term success .

Plan for the future



Rural Payments Agency

Holding ourselves to account for every pledge we make



This becomes a model for how other sectors can bring green leadership into their organisation to have a visible leader who puts environmental sustainability at the heart of their decisions and acts as agents of change, appropriately challenging to hold them to account to their sustainability goals.



Rural Payments Agency

The biggest change we have to make, is us.



Rolls-Royce Sustainable Power Solutions Education Outreach & Future Careers

Nicola Swaney - Education Outreach Manager
11 November 2021



Rolls-Royce: who we are

We are one of the world's leading global power groups.

Our vision is to pioneer the power that matters and our purpose is to use that power to connect, power and protect society.





Civil

Power Systems

Defence

Our business

We are tightly focused into three core operating businesses



35
types of commercial aircraft powered by us



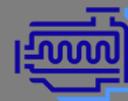
1,200
development, service product, and dealerships locations



150
customers in over 100 countries



11,800
engines in service around the world



20,000
reciprocating engines sold per year



16,000
engines in service around the world



48.5%
of total employees



18.5%
of total employees



21.8%
of total employees



Our low carbon approach

We are committed to the decarbonisation of our core markets and will continue to invest in technologies that can accelerate this transition, whilst minimising the impacts of our business operations.

Products



Reducing

fuel consumption,
emissions and noise

Technology



Developing

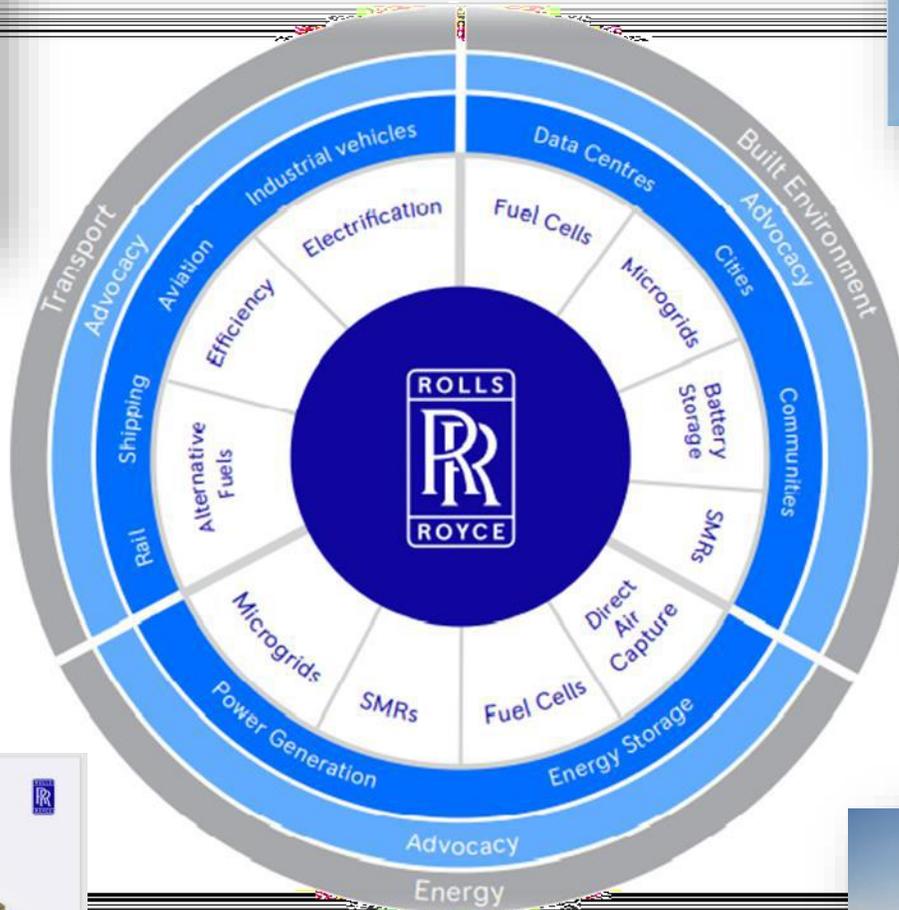
new low carbon
technologies and
capabilities

Operations



Delivering

zero greenhouse gas
emissions from our
facilities by 2030



Pathway to Net Zero



Education Outreach Programme

reach
25 million people
by 2030

STEM Resources

Benefits of electric flight

How electric propulsion works

Useful links & activities for 7-11 year olds

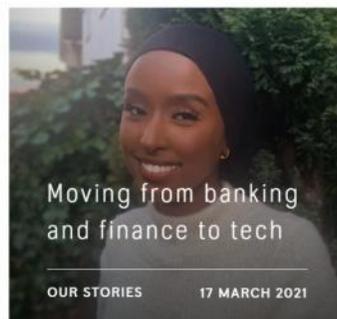
Useful links & interactive resources for 12-19 year olds

Electrifying Flight

Key Principles

- Inspiring pupils about Science, Technology, Engineering & Maths (STEM)
- Building STEM talent, skills & pipeline for our future business
- Focus on Sustainability and our corporate Pathway to Net Zero
- Targeted approach to increase diversity & under-represented groups
- Digital First approach
- Developing and engaging our employees – authentic role models
- Opportunities for STEM Ambassadors and School Governors at every level and stage in their career
- Hands-on and digitised interactive activities, resources and programmes
- Partnership working / utilising our networks to influence the agenda

Meet our pioneers >





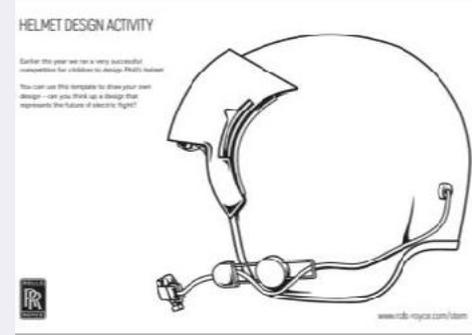
Education Outreach & Sustainability

EY and Primary resources

Incorporating real and amazing facts we hope these resources allow all to learn through exciting activities that involve experimentation, discovery, building, collaboration and overcoming challenges.

	EYFS	YEAR 1	YEAR 2	YEARS 3
area				
Overview	STEAM Activity Overview			
	STEAM Challenge Cards			
Location and language	Airport & Recycling Role Play			
development	Pencil Control Sheet			
	Spill Fix Pilot			
	Passport			
atics	Dot to Dot			
	Tally Chart & Graph			
ending the world	Challenge Cards			
ive arts and design	Design Sheet			
	Missile Design			
	Mission Patch Design			

Children's helmet design competition



The winning designs

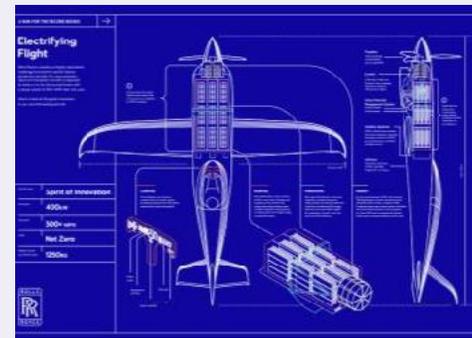


Winners' special event

Website articles



Poster resource



Role models



Focus on the future



Rolls-Royce Group Early Careers Pathways



Engineering & Technology Pathway

Engineering and Technology pathways that attract and develop technically capable, diverse and flexible Engineers & Technologists, ensuring sufficient focus on the development of technical, non-technical and behavioural capability to focus on both technical depth and breadth, providing a solid foundation from which to build.



Graduate Programme

Recruit technically capable, diverse and flexible **STEM graduates**, with a breadth of experience, ready to rise to the challenges faced within Rolls-Royce.



Degree Apprenticeship scheme (UK)

Recruit **A Level** students who show interest in Maths, Physics, Engineering & Technology. **Support them through their degree** and develop them with breadth and depth to make them ready to rise to the challenges faced within Rolls-Royce.



Business & Enterprise Pathway

Business and Enterprise pathways to attract a diverse population of talent to support the development of our strategic skills. With an enterprise wide view, the programmes will embed our values, behaviours and leadership expectations from the start to pipeline credible talent in to leadership roles in accelerated timeframes.



Graduate Programme

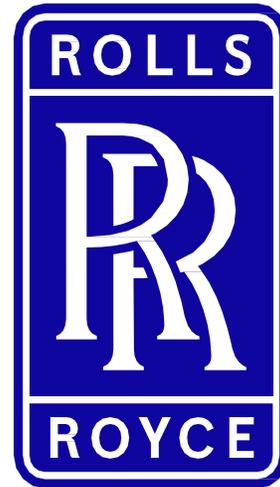
Recruit talented and diverse **graduates**, develop them with accelerated business breadth to make them credible for management role in accelerated timeframes.



Degree Apprenticeship scheme (UK)

Recruit talented and diverse **A Level students, support them through their degree** and develop them with accelerated business breadth to make them credible for management role in accelerated timeframes.

A dual layered approach to maximise access to talent and diversity



Thank you