



Emerging Businesses

MEMBERSHIP 2015/16





Together we can help you create a sustainable long-term competitive advantage for your business.



Neil Robertson, CEO, Energy & Utility Skills



Our members are more competitive because they're proactively and strategically developing skills in their workforce.

Collaboration among industry leaders is key to tackling our ageing workforce and addressing the explosion in new skills required to meet the needs of a low carbon economy and a flexible market.

FUTURE-PROOFING THE ENERGY AND UTILITIES SECTOR

From developing wind farms and rolling out smart meter technology, to creating more sustainable energy sources within water and waste management, the energy and utilities sector needs a skilled workforce to meet the challenges of a competitive global market.

We're facing a skills deficit. The industry needs 208,000 new entrants by 2027, and our Workforce Planning Model shows that one-third of the utilities technical workforce will leave their jobs over the next five years. To fill these gaps we need to recruit new entrants, leverage skills from other industries and upskill existing professionals.

Collaboration is key to success. We build partnerships with employers, Government bodies, regulators, training providers and educational institutions. We bring stakeholders together to set industry-recognised standards, establishing frameworks everyone can understand and use.

Market intelligence is central to our approach. From projecting skills gaps to benchmarking standards, we provide the most accurate, up-to-date information on skills and employment in the energy and utilities sector. We therefore work on behalf of our members to shape the sector's workforce, and ensure our stakeholders get the most from their investments.

Energy & Utility Skills is the UK authority on professional development and employment in the energy and utilities industry. As an employer-led organisation, all our products and services are designed to meet specific business needs. We help our members embrace new talent and technology, ensuring you can meet future requirements by recruiting high calibre new entrants and upskilling professionals.

MEETING THE CHALLENGES AHEAD

Our membership packages allow us to help you overcome skills and training challenges, such as:

- Having the right people at the right time with the right levels of competence
- Having the right intelligence, time and space to innovate and grow your business
- Having easy access to high quality training provision
- Driving efficiency savings when purchasing training
- Understanding the policy landscape

EMERGING BUSINESSES

Our 'Emerging Businesses' category of membership is applicable for a range of organisations such as;

- Companies who are undergoing a period of growth and establishing themselves within the sector
- Growing companies operating within new markets such as Smart Metering or Renewable Technologies
- Companies whose primary operations are traditionally not within the energy and utilities footprint
- Some third party organisations who have a facilitatory role within energy and utilities
- SMEs who want to collaborate and network strategically with larger operators within their industry



ENERGY & UTILITY SKILLS (EU SKILLS)

WHAT IS EU SKILLS?

EU Skills is an employer-led organisation that helps ensure the energy and utilities industry has the skilled workforce it needs – now and in the future. The National Skills Academy for Power (the Skills Academy) is a wholly owned subsidiary of EU Skills.

Through a range of products and services we help our members:

- Attract new talent
- Develop their workforces
- Assure a high level of competence across their businesses

EU Skills champions the energy and utilities sector, however its expertise in collaboration and learning can be replicated across a diverse mix of sectors and organisations. Examples of our other work includes consultancy for BT and Remploy.

HOW DOES EU SKILLS WORK?

We collaborate with key stakeholders to develop products and services.

Our offering is unique and enables you to:

- ▶ **Attract** talent by providing a direct link to schools and career advisors. We work with our members to link demand and interest, reducing the costs of recruiting and providing invaluable insights in the war for talent.
- ▶ **Develop** learner and Apprenticeship frameworks using highly regarded vehicles, such as TalentBank, to recruit and manage learners. Our community of members benefit from specialist expertise and flexible services to optimise learner management approaches.
- ▶ **Assure** industry standards so that leaders have peace of mind that their employees are working safely and have the right credentials to carry out work competently.

OUR SUCCESS: BOOSTING THE SECTOR

In the last few years alone, we have delivered a number of significant, industry-wide benefits for employers across the sector.

- ▶ The Energy & Efficiency Industrial Partnership has received £33 million of government co-investment, matched by £87 million of employer investment
- ▶ We provided an array of networking opportunities for our members
- ▶ Our TalentBank services provide access to a diverse pool of talent, making recruitment more cost effective and straightforward

67

employers collaborating in the Energy & Efficiency Industrial Partnership

100

apprentices already employed on pioneering Trailblazer Apprenticeships

37%

of the workforce registered on the EU Skills Register (EUSR)

161,000

individuals who have registered their professional abilities and competencies on EUSR

EU Skills' members are amongst the most influential businesses in the sector. Our members comprise organisations of all shapes and sizes across the energy and utilities industries.

EU SKILLS MEMBERSHIP

A PLATFORM AMONG PEERS

More than 120 businesses, including National Grid, Viridor, Severn Trent and Northern Gas Networks are members of EU Skills. As part of our community you'll connect with a well-established and respected group of industry experts. You'll be able to share best practice with other organisations and form partnerships with like-minded businesses.

Membership not only offers you tools and support: you're also part of a highly respected network with a proven commitment to championing the sector.



BENEFITS OVERVIEW

EU Skills membership helps to support you as a business. It also offers you a wealth of opportunities to collaborate with other organisations to help influence the future of the sector.

The benefits of becoming a member include:

- Access to regular networking events where you can meet like-minded organisations
- Work more effectively with the industry regulator and other stakeholders through a collaborative approach
- Increase the exposure of your company through online advertising and sponsorship opportunities
- Gain support to access training and development funding



MEMBERSHIP BENEFITS

Our members **really value** being at the forefront of **driving the skills agenda**.

Whether you are looking to network with like-minded businesses or gain market added intelligence, our Corporate and Premier Memberships open up significant opportunities.



Our Workforce Planning Model data played a key role in securing £400 million of skills development funds from Ofgem.



We provide a number of highly tangible benefits and plan to do so much more. Our membership packages can help with:

NETWORKING

- Forums for businesses in the industry to exchange ideas on a non-competitive basis
- A voice in leading the skills agenda with Government, regulators, training providers and stakeholders
- Conferences and networking events
- Creating industry-led training and competence assessments

CONSULTANCY AND EXPERTISE

- Assistance with maximising the use of funding
- Authoritative consultancy using workforce planning tools to help you ensure future competitiveness

PRODUCTS AND SERVICES

- Savings on selected products and services
- Savings on national conference and awards, plus sponsorship opportunities



MEMBER BENEFITS

NETWORKING

Our members tell us how much they value the opportunity to shape the skills landscape through collaboration with other members.

We provide a calendar of regular networking events that connect our members to share knowledge and best practice.

BENEFITS	EMERGING CATEGORY
Price	£5,000
Participation on Governance Groups (Board Groups, EEIP Council etc.)	✓ by invitation
Strategy & Lobbying Support	✓ by invitation
Full Network Group inclusion	✓ by invitation
Account Management Service with named EU Skills point of contact	✓
Senior Account Management Service as required with EU Skills/NSAP Executive members (new)	X
Use of EU Skills/NSAP Branding (new)	✓



We regard EU Skills as the pre-eminent body for utility sector skills development and coordination. They provide an efficient, flexible but structured service, facilitating consistency throughout the sector and a readily accessible reference point.



Keith Gold
Business Standards Director, Fastflow Pipeline Services Ltd

CONSULTANCY AND EXPERTISE

Interpreting the competency and regulatory landscape to deliver high-quality skills and competency frameworks with employers and training providers. We keep members up to date with the rapid pace of change within the skills arena.

EU Skills' market intelligence experts provide a unique perspective for up to 30 years on what sector priorities will be.

BENEFITS	EMERGING CATEGORY
Price	£5,000
Support on accessing secured skills funding	X
Research and leadership with the Regulator	X
Advice on skills and regulatory landscape	✓
Expert input to bidding and procurement activities	X
Regular policy updates (new)	✓



As an SME working in a high hazard industry, recruitment of skilled and competent engineers is a significant challenge. Through EU Skills and the services offered we have been successful in recruiting graduates and apprentices in these hard-to-fill positions in the past 12 months. We have also benefited from the extensive network offered by EU Skills that has allowed us to work with other partners to explore and develop new market opportunities.



Ian McCluskey
HSSE & Technical Manager, AvantiGas

12 ENERGY & UTILITY SKILLS

PRODUCTS AND SERVICES

We provide products and services that deliver financial benefits specifically for members, including selected discounts. We also offer preferential access to a range of additional products and services which can be discussed further with your account manager.

BENEFITS	EMERGING CATEGORY
Price	£5,000
Programme management of major sector attraction events (such as World Skills and the Big Bang Fair)	X
IAS quality framework provider approval and 3 product approvals	X
Savings on national conference and awards, plus sponsorship opportunities	✓
15% discount on membership fee for existing members who secure new members at Corporate or Premier level only (new)	✓



The EUSR facilitated Employer Investment Fund (EIF) collaboration project has resulted in standardised and consistent quality of training which is recognised by all participants in the scheme and will contribute to improved safety performance of supply chain companies. This eliminates the requirement for repeat training at every TUPE transfer.

EU Skills ensure the course content is appropriate, up to date and to the highest standards and is consistent across the utility sector. Ultimately the EIF project has raised the standards of training delivered across the utility supply chain and client organisations thus further assisting the flexing of resource in emergency and peak demand situations.



Andrew Pinkham, HRM Training and Compliance
HR Service Centre, Amey

ENERGY EFFICIENCY INDUSTRIAL PARTNERSHIP (EEIP)

The Energy & Efficiency Industrial Partnership has been developed by employers and is supported by Government through the Employer Ownership of Skills (EOS) Fund. Through this Partnership, we are driving a radical new approach to recruitment, skills and workforce development, facilitating employers working together to set the skills agenda and leading new approaches to training development, delivery and assessment as well as monitoring and measuring competence.

BENEFITS	EMERGING CATEGORY
Price	£5,000
EEIP participation	✓ by invitation
EEIP Communication and Advice	✓
Opportunity to support and lead pilot programmes (new)	X
Opportunity to influence Government Policy, Develop Sector Solutions, and attract appropriate funding (new)	✓
Cash match recording for infrastructure (new)	✓
Employer profiles on TalentSource website (new)	✓
Access to TalentSource Network (new)	✓



Membership of the Skills Academy gives G4S invaluable insight into the movements and direction of our industry, allowing G4S to have an input into vital consultation forums which have helped shape the course of the UK's Smart Metering Programmes. The development of the Smart Metering Apprenticeship & Skills Academy database has given the industry and G4S the chance to meet the challenging targets of the domestic role out of Smart Metering.



James Fatherley, Head of Resourcing
G4S Utility and Outsourcing Services (UK) Ltd



We have big plans for our membership. This involves extending the footprint of members to enterprises, to increase the professionalism of our sector and the impact we can achieve.

We will continue to build the reputation and esteem of our sector and of the members who passionately want to contribute to its future development.



EU SKILLS AND LEADERSHIP

Our board comprises highly influential leaders from across the energy and utilities sector. This ensures we have the necessary experience and support to structure our future plans and engage with Government.

We listen to our members' needs to shape our services to reflect the dynamic environment in which we operate.

JOIN THE EU SKILLS COMMUNITY

Becoming a member could not be easier. All you need to do is contact us to be put in touch with your dedicated account manager.

Call: 0845 077 9922

Email: membership@euskills.co.uk

www.euskills.co.uk/membership





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