

OUR APPRENTICESHIP PLEDGE

MANY SKILLS ONE VISION

SUSTAINABLE TALENT FOR ESSENTIAL SERVICES AND
SUSTAINABLE INFRASTRUCTURE

WORKFORCE RENEWAL AND
SKILLS STRATEGY 2020 – 2025



**ENERGY & UTILITIES
SKILLS PARTNERSHIP**
SUSTAINABLE TALENT FOR ESSENTIAL SERVICES
AND SUSTAINABLE INFRASTRUCTURE

SUPPORTING OUR STRATEGIC AMBITIONS

The Energy & Utilities Skills Partnership has a clear vision of our purpose for society and the environment; delivering vital infrastructure and essential services while playing a central role in tackling the climate emergency.

To achieve it, the gas, power, water and waste management industries need a sustainable, innovative and diverse workforce that is equipped with the right skills and behaviours.

A sector flourishes when it realises the full potential of its people. Apprenticeships form a key part of our people strategy.



OUR SECTOR AND APPRENTICESHIP HISTORY



The energy and utilities sector employs more than half a million people throughout the United Kingdom and estimates the workforce will increase by an estimated net 3% (19,000 people) over the course of the decade. Our employers have a strong pedigree over decades for nurturing talent through high quality apprenticeships, employing people from across our society from entry level to highly skilled.



CREATING WORK READY APPRENTICESHIPS

Creating work ready apprenticeships to attract diverse talent was a stated objective of the inaugural Energy & Utilities Skills Partnership 'Workforce Renewal & Skills Strategy', which was launched in 2017. The latest 2020 to 2025 publication continues that firm commitment to build a talent pipeline through rigorous and high quality on and off the job training. Apprenticeships remain one of the key ways to develop the skills needed for successful business today and for the future.

Since the initial commitment, thousands of highly skilled apprentices have emerged to take their place within the ranks of the critical energy and utility workforce. These apprentices deliver services that help to bring heat, light, power, fresh water, sanitation, remove waste and support recycling for 66.5 million people across the United Kingdom. They bring great value to society, the environment and the economy.

Our employers were among the very first to successfully deliver apprentices through the Apprenticeship Levy reforms in 2017. We believe that building inclusive apprenticeship programmes brings clear economic and business advantages. Boosting apprenticeships across the sector's technical occupations is now paramount, despite a general decline in employer participation in apprenticeships in England. In the last two years, the energy and utilities sector has outperformed the overall UK picture, with over 8000 apprenticeship starts in 2018-19.

OUR AIM

The COVID-19 pandemic has hit the economy hard with negative impact on employment. Unemployment is predicted to increase significantly and apprenticeship numbers are expected to fall as available employer investment reduces. Young people, older people and members of hard to reach groups are particularly thought to be at risk of negative impacts.

The Energy and Utilities Skills Partnership aims to make a positive difference to society, maintaining the long history of investing in apprenticeships as a key part of our workforce strategy. We do this as a sector that is now openly recognised as a critical industry; pivotal to society, the future of the economy and solving the environmental crisis.

For us, apprenticeships are part of our culture. They offer new and existing employees of all ages, the chance to train, reskill and develop via paid jobs with high quality on and off the job training.



OUR PLEDGE

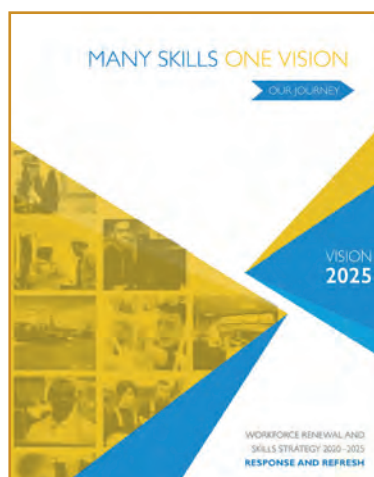
THE ENERGY & UTILITIES SKILLS PARTNERSHIP PLEDGE TO UTILISE OUR INVESTMENT IN HIGH QUALITY APPRENTICESHIPS, SOURCED FROM ACROSS OUR SOCIETY, AS ONE OF THE KEY WAYS OF ADDRESSING EXISTING AND FUTURE SKILLS SHORTAGES.

OUR PLEDGE MEANS: THROUGH OUR PARTNERSHIP WE WILL

EMPLOY APPRENTICES – CREATE AN INCLUSIVE CULTURE – BUILD DIVERSITY

Reach out to those business sectors impacted by job losses, to offer available apprenticeships and employment opportunities	Recognise apprenticeships for the value they bring to our businesses, and their role in building a future talent pipeline
Create the culture we need to attract the apprentices and workforce of tomorrow	Collaborate as a sector to drive change, challenging ourselves to do things differently
Build a workforce that is reflective and inclusive of the customers and communities we serve	Inspire the next generation by promoting apprenticeships into our local communities and schools
Encourage apprenticeships for the unemployed, from disadvantaged backgrounds and underrepresented groups	Embed apprenticeships into our people strategies with support and mentoring from trained colleagues
Tackle the disparity in apprenticeship take-up between the asset owners and their supply chains	Apply best practice approaches in our recruitment and selection and work together to highlight the scope of the available roles
Work with our supply chain to encourage equality and diversity within apprenticeships	Ensure apprentices receive at least the national minimum wage and have the same employment rights as other employees
Give apprentices full competency and capability in a skilled occupation, with the transferable knowledge and behaviours required to progress a career	Deliver safe, high quality and rigorous apprenticeships with a minimum apprenticeship length of 12 months, including paid 'off the job' training

OUR SECTOR'S ONE VISION IS:

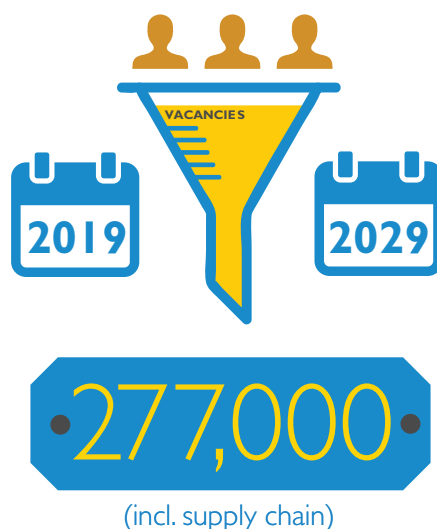


"THROUGH OUR PARTNERSHIP, WE WILL ENSURE A SAFE, SKILLED AND SUSTAINABLE WORKFORCE PROVIDES THE ESSENTIAL SERVICES THAT OUR CUSTOMERS SEEK AND MEETS THE UK'S NEEDS FROM THE ENERGY AND UTILITIES INFRASTRUCTURE."

The Energy & Utilities Skills Partnership (EUSP) published its inaugural Workforce Renewal and Skills Strategy in 2017. This pioneering piece of work was the first of its kind for the energy and utilities sector providing a framework for delivering all the required essential services and the government National Infrastructure Delivery Plan (NIDP). The strategy was guided by a Council of nearly 30 senior leaders from across gas, power, water and waste management asset owners, retailers and the supply chain partners.

Since then the sector has experienced a period of unprecedented change. Our operating environment has been transformed and our skills challenges have evolved in response.

Figure 1: Number of vacancies in next 10 years



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ENERGY & UTILITY COMPANIES COMMITTED TO THE APPRENTICESHIP PLEDGE.



Affinity Water



love every drop
anglianwater



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centrica



Clancy



e-on



FCC
Environment



Jersey Electricity plc



keltbray



KIER



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Utility Services
A part of MGroup Services



nationalgrid



Northern
Gas Networks



Northern Ireland
Electricity
Networks



NORTHERN
POWERGRID



NORTHUMBRIAN
WATER
living water



Pennon



SP ENERGY
NETWORKS



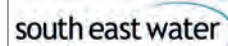
Scottish
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SEVERN
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SGN
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south east water



South Staffs Water



Southern
Water



sse



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WATER



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WALES & WEST
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