



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

THE PROCUREMENT SKILLS ACCORD

DRIVING A SKILLS STEP-CHANGE IN TRAINING INVESTMENT THROUGH PROCUREMENT



WHY DO WE NEED IT?

- The energy and utilities sector faces major skills challenges, both in the short and long-term
- A robust supply chain is critical to the sectors' operational prominence
- The supply chain needs a skilled workforce to depend on long-term
- Suppliers seek to remain competitive in an ever global market
- Procurement processes and decisions often influenced by lowest cost
- Long-term skills issues are often eclipsed by short-term cost pressures

WHAT IS IT?

- A series of commitments requiring companies to drive skills development within their own business, and to encourage their supply chain to do the same.
- Focusses on the need to invest in the current sector workforce, and to target future technical skills shortages through the use of apprenticeships and training programmes to ensure impact in the right place.

HM Treasury, National
Infrastructure plan for Skills 2015

One of the key challenges stated in the plan was to incentivise skills investment through procurement.

For the energy and utilities sector this means ensuring procurement and engagement approaches provide appropriate incentives to retrain and up-skill the workforce to meet future skills demands.

THE COMMITMENTS

The Procurement Skills Accord is a set of five robust and challenging commitments that require signatory companies to ensure that responsible procurement practices are used to drive investment in skills. The Accord applies to technical and operational training in the energy and utilities sector.

1 TO ADDRESS SECTOR-WIDE SKILLS GAPS AND SHORTAGES.

Contribute to 5% sector target, based on company's requirement.

2 TO PROMOTE SIGNING UP TO THE ACCORD THROUGH THE SUPPLY CHAIN.

Encourage suppliers to become signatories.

3 TO PROMOTE RELEVANT SKILLS DEVELOPMENT ACROSS THE SUPPLY CHAIN THROUGH PROCUREMENT.

Develop and deliver responsible procurement practices through the supply chain on skills delivery.

4 TO CONTINUOUSLY IMPROVE PERFORMANCE.

Continuous improvement of sustainable skills and procurement practices.

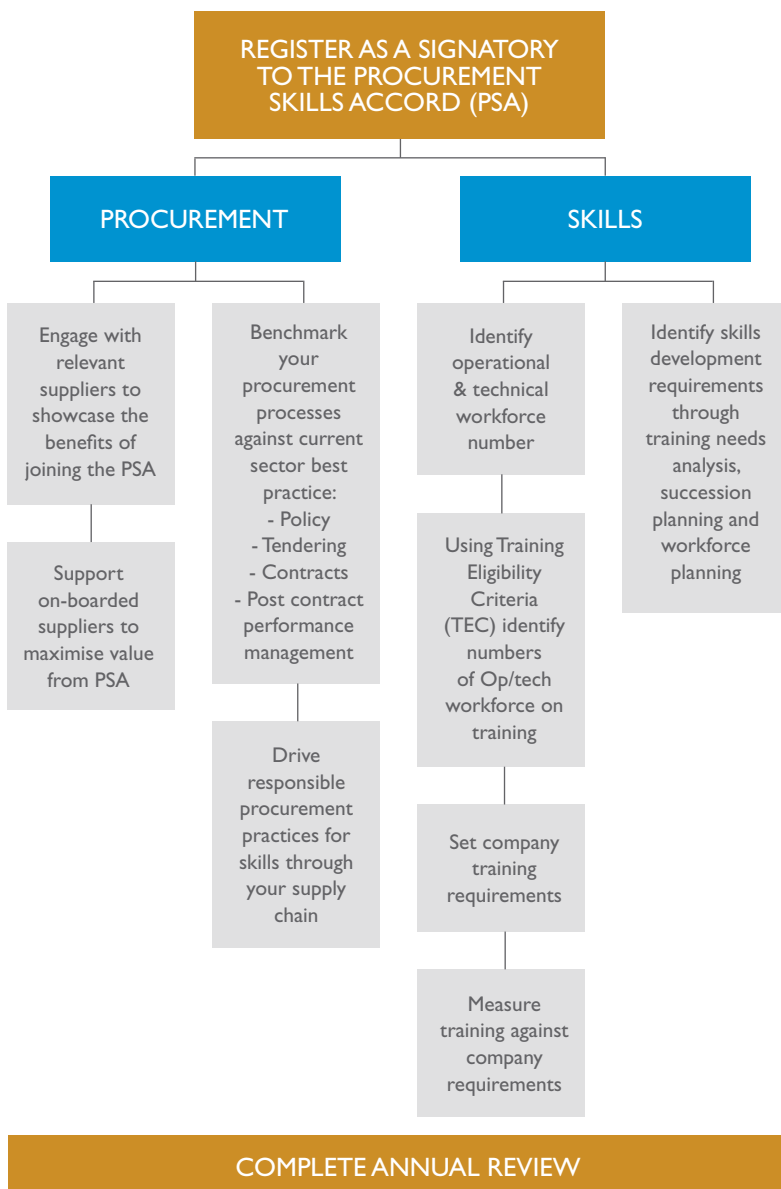
5 TO MONITOR AND REPORT.

Annual review and reporting of company and sector performance.

DEVELOPED AND LED BY



KEY REQUIREMENTS FOR SIGNATORIES



BENEFITS

- Dedicated support to companies in meeting the skills accord commitments
- Access to webinars and workshops through the year
- Participation in annual review and receipt of company specific annual review report
- Coveted Procurement Skills Accord award when achieving the relevant commitments
- Use of PSA Award Logo
- Recognition in Sector annual report and associated PR
- Attendance at annual Best Practice and Awards event
- Recognition by Client organisation of commitment to procurement and skills
- Access to suite of best practice information
- Opportunity to steer development of PSA through the Steering Group or one of its work-streams
- Enhanced opportunity to secure apprenticeship levy funding through supply chain cascade

HOW DOES AN ORGANISATION JOIN?

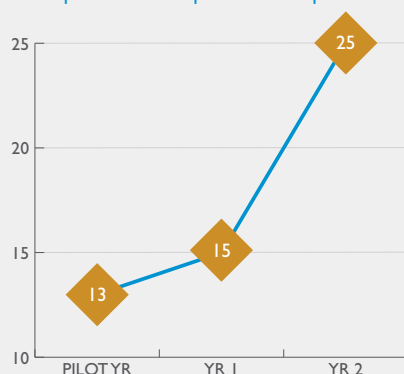
We offer 2 routes to signing up to the Accord:

1. Full Signatory - £1,500 plus VAT per annum (April - March). Open to organisations who commit to all 5 Commitments.
2. Signatory (no relevant supply chain) – £995 plus VAT per annum (April - March). Open to organisations who can evidence they do not have a supply chain, for example (1) do not work in the energy and utility sector and (2) whose workforce are not involved in operational/technical activities.

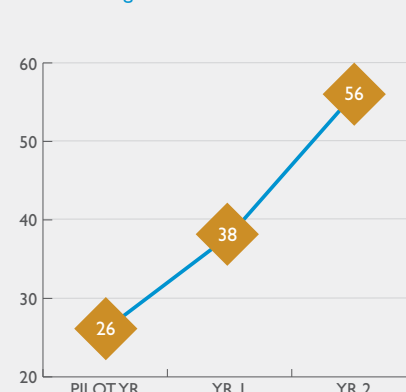
Deadline for signatories in Year 3 is 30 September 2019.

SUCCESS OF THE ACCORD SO FAR

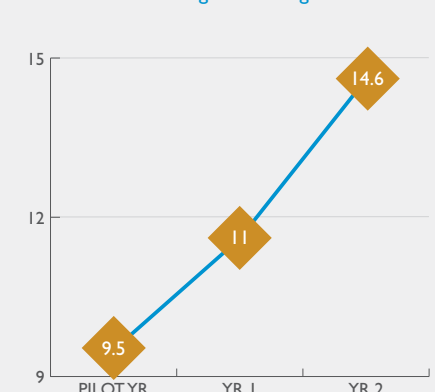
No. of companies who have embedded skills development in their procurement processes



Growth of Signatories



% of workforce in eligible training



NEXT STEPS

Be part of this exciting initiative!

For more information on the Procurement Skills Accord, please contact rebecca.clay@euskills.co.uk
www.euskills.co.uk/procurementskillsaccord

221,000 new recruits are estimated to be required in the sector over the next ten years

Source: Energy & Utility Skills 2017