

PROCUREMENT SKILLS ACCORD CASE STUDY: T&K GALLAGHER LIMITED



“THE ACCORD FITS WELL WITH OUR CORE STRATEGY, PLACING PEOPLE AT THE HEART OF OUR BUSINESS.”

Q What challenges do you feel the energy and utilities sector is currently facing regarding a skilled workforce?

A Across Gallagher's primary markets in water, power and gas we have an ageing technical workforce combined with challenges in attracting young people to the sector.

Greater focus must be placed upon recruiting, up-skilling and retaining young people through continued programmes of learning if we are to avoid a significant skills shortage in the medium to long term.

The sector must tackle these challenges whilst also delivering value for money for end consumers in the immediate term. This can sometimes lead to a short-term focus on cost, rather than a longer term, more strategic focus on long term sustainability. The Accord helps to address this latter point directly.

Q How can better procurement practices help to address these challenges?

A By placing greater emphasis on the importance of long-term planning, rather than short term, lowest-cost solutions. This requires strategic buy-in from procuring organisations as it will see greater weighting placed upon skills development and resource forecasting and less weighting placed upon purely commercial metrics.

Q Why did you sign up to the Procurement Skills Accord?

A Two of our company directors had been involved in the initial development of the Accord whilst employed in their previous roles. This gave us great insight into the initiative and meant it was a simple choice to get Gallagher involved. [Answer continued overleaf.]

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



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A Aside from this, the business sees the Accord as a positive way of stimulating change in the industry and rewarding organisations that think and operate sustainably with regards to skills development, rather than solely focussing on short-term decision making. The Accord fits well with our core strategy, placing people at the heart of our business and seeking to be an employer of choice.

Q How do you feel the Accord has impacted your organisation? And what has been your experience in implementing the requirements of the Accord?

A The Accord has definitely had a positive impact within the business. It's provided a clear focus for us and allowed us to put more structure around how we identify and review skills requirements as well as how we implement technical training across our operations.

The annual review process has been helpful in identifying areas for continuous improvement, and suggesting potential methods of achieving this, based upon best practice identified across the wider sector.

Q What has been the most beneficial element of being a signatory to the Procurement Skills Accord?

A Tying into the previous point, we've found the introduction of more formal processes and measures, as well as access to sector best practice, to be a massive positive for the business.

Alongside this, our involvement has offered really good access to key decision makers and leaders within the skills, training and development field, across all utility sectors.

Ultimately, though, it will come down to each business involved, and their respective leadership teams, to ensure the Accord is a success.

What is the Procurement Skills Accord?

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.

It 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.

The Commitments

- 1 To address sector-wide skills gaps and shortages
- 2 To promote signing up to the Accord through the supply chain
- 3 To promote relevant skills development across the supply chain through procurement
- 4 To continuously improve performance
- 5 To monitor and report

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