



PROCUREMENT SKILLS ACCORD CASE STUDY: SKANSKA UTILITIES PROCUREMENT



“THE ACCORD IS HARMONIOUS TO THE CORE VALUES CARRIED BY SKANSKA UTILITIES.”

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

A With project forecasts on the increase, attracting and maintaining a sustainable and diverse workforce in the energy and utilities sector is more crucial than ever; closing the gap between the sector's predominantly aging workforce and the younger generation must be at the heart of our values.

In such an innovative, competitive market there is strong competition in recruiting top talent and scarce skills into our industry, and we must recognise that nowadays an individual is more often drawn to a company's sustainability and ethical behaviours than salary. Similarly, the utilities sector is not widely promoted within the education system, and this leads to a lack of awareness of the diverse roles and opportunities in the industry.

Further challenges have been identified around the lack of availability of training and refresher training for the lower tier contractors, where investment is scarce. Partnered with the uncertain longevity of the majority of projects, and a requirement to relocate, attracting new recruits into the sector is becoming increasingly difficult.

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

A Skanska Utilities firmly believes that highlighting the challenges faced when building a skilled and sustainable workforce is critical to raise awareness and start the conversation both within our own organisation and with our supply chain; whilst formally addressing the sector-wide concern through our tender process.

Formalised gateways allow insight into our contractors' ethos towards workforce development, ensuring our commitment [answer continued overleaf]

Be part of this exciting initiative!

For more information on the Procurement Skills Accord, please contact rebecca.clay@euskills.co.uk
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is enforced throughout our supply chain with constructive accountability through the means of balanced reviews and quarterly key performance indicators (KPIs).

Embedding sustainable recruitment into our procurement processes, complemented by formalised gateways, ensures our commitment is enforced throughout our supply chain with constructive accountability. Review exercises such as KPIs act as a natural platform for best practice to be effectively shared, and in turn promote the Procurement Skills Accord.

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

A Skanska Utilities recognises scarce skills within the sector as a crucial element contributing to the success of our business and sustainability of the industry. With this in mind, the Accord is an excellent platform for Skanska to raise awareness and unite with other industry leaders to mitigate such issues through means of best practice sessions and wider networking opportunities. Collaboratively, we need to get ahead of the pending skills shortage crisis and address this alongside our industry peers to become leaders in sustainability of the business.

Joining the Accord from the beginning has allowed Skanska Utilities the opportunity to be at the forefront in the revolution of skills development and set a precedent to our own employees, supply chain and clients.

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 Procurement Skills Accord is harmonious to the core values carried by Skanska Utilities aligning the implementation of skills development into our processes, with the five commitments complementing our existing code of conduct and sustainable procurement practices.

The Accord has significantly increased our awareness, however there is a lot of work to be done in supporting our supply chain so that they understand the background of the Accord and the issues faced within the industry. Further commitment and unity across existing signatories is required to ensure as an industry we are united in mitigating the pending skills shortage.

Q How has being a signatory to the Accord impacted the challenges your supply chain faces regarding a skilled and sustainable workforce?

A Becoming a signatory and practising our commitment to the Accord as standard procurement process has encouraged our supply chain to consider the skills and sustainability of their own workforce. Skanska Utilities aims to encourage our supply chain to lead by example in developing such values and the Accord has been the anchor in raising awareness and setting an industry-wide benchmark.

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

A Becoming a signatory to the Procurement Skills Accord has enabled Skanska Utilities to draw on statistics from our research, and use these in discussions with both the supply chain and our site project teams to highlight where we are as a sector.

The annual award forums have allowed Skanska to lead by example as well as adopt some of the great behaviours shared by other energy and utilities leaders, providing a platform for best practice to be shared not only within our own supply chain but sector wide.

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.

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