



The Procurement Skills Accord

Creating a level playing field in procurement, recognising investment in skills and rewarding suppliers in doing so, to support a sustainable, skilled sector workforce.

Driving a step change through investment in skills

For the energy and utilities industries this means ensuring procurement functions incentivise retraining and up-skill the workforce to meet future skills demands.

Why do we need it?

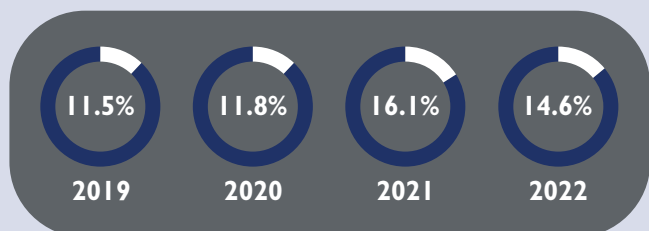
- Procurement needs to recognise and reward organisations who invest in sustainable skills
- Our infrastructure projects are reliant on having the right technical skills at the right time
- A skilled and sustainable workforce is vital to address industry risks such as an ageing workforce and adjacent sector attraction
- Collaboration and sharing best practice is key to ensuring consistency across the sector

What is it?

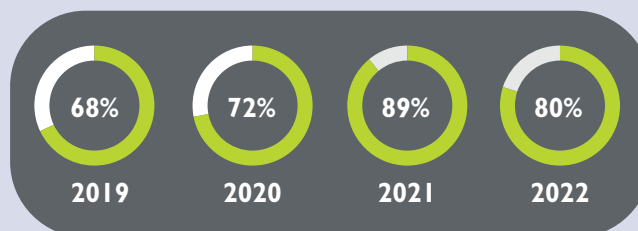
- Five robust and challenging commitments that require signatory companies to ensure that responsible procurement practices are used to drive investment in skills development
- Focuses on the need to invest in the current sector workforce, and to target future technical skills shortages through the use of apprenticeships and training programmes to ensure impact in the right place.

Success of the accord so far

% of operational workforce receiving eligible training



% of Partner signatories that support their supply chain with sustainable skills development



Developed and led by





The Commitments

1. To address sector-wide skills gaps and shortages.

Contribute to sector target of 12.5% of the operational headcount enrolled on relevant skills development programmes each year, based on company's requirement.

2. To promote signing up to the accord through the supply chain.

Encourage suppliers, clients or peers 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 procurement and workforce development practices.

5. To monitor and report.

Annual review and reporting of company and sector performance.

Benefits

Provides key metrics on skills development to enable supply chain collaboration

- Gather insight on how suppliers support a sustainably skilled workforce
- Understand common challenges and collaborate to develop solutions

Drives investment in skills development through procurement

- Mitigate against project failure and additional costs by embedding skills development in procurement processes
- Drive time and cost efficiencies in procurement by recognising those who invest in skills

Raises the standard of technical capability and capacity development to build sustainability

- Reduce risk of project failure by strengthening supply chain competency and capability
- Align your values with supply chain to work towards a common goal of sustainable skills

How does an organisation join?

We offer two routes to signing up to the Accord:

Partner Signatory - £2,500 plus VAT per annum.

Organisations who commit to all five Commitments

Supplier- £750 plus VAT per annum.

Organisations who don't have a labour based supply chain, who commit to Commitments, 4 and 5 only.

Deadline to sign up is 30 September. Membership is annual each year running from April to March.

“The energy and utilities sector needs 277,000 new recruits by 2029”

Source: Workforce Renewal and Skills Strategy 2020 – 2025