

BWEA 31 SKILLS SUMMIT

RENEWABLE ENERGY CAREERS AND STEM GUIDANCE **SECTOR SKILLS ACCORD**

We, the signatories to this Sector Skills Accord, recognise that in order to satisfy the growth aspirations of the renewable energy sector, steps must be taken to increase the number of viable candidates for roles with higher level skills. We agree that career entry routes and progression paths must be clearly communicated to those seeking a career in renewable energy. We believe that it is critical to empower young people to make informed decisions about their study choices so that they may fulfil their ambitions.

As signatories of the 'Renewable Energy Careers and STEM Guidance Accord' we accept that time and resources should be invested in:

1. School and educational outreach initiatives;
2. Boosting the uptake of Science, Technology, Engineering and Mathematics (STEM) Subjects across Education; and
3. Providing clearer careers guidance on the pathways into the renewable energy industries.

Our specific commitments set out to drive this agenda forward are detailed in the Annex sections 1-3.

We agree that this Accord is not intended to be a legally-binding document but represents the intention of its supporters to ensure that the future skills needs of the wind and marine energy industries will be met.



ANNEX SECTIONS

Renewable Energy Careers and STEM Guidance

Sector Skills Accord

Background

The growth aspirations of the renewable energy sector, demand that career entry routes and progression paths are clearly communicated to those seeking a career in renewable energy. In particular, it is critical to empower young people to make informed decisions about their study choices so that they may fulfil their ambitions.

The renewable energy sector is very attractive; however a lack of clear industry specific career guidance is hindering attempts to draw in the best potential recruits. One of the issues is that whilst some roles in this relatively new industry require a novel mix of skills; it is often overlooked that the underlying foundation skills are often acquired through the study of traditional subjects.

A core understanding of Science, Technology, Engineering and Mathematics (STEM subjects) underpin most roles in the wind and marine energy industries. Employers in all sectors are faced with a shortage of UK recruits with a firm grounding in these subjects. The problem is embedded in the education system where school and university students alike are not taking up STEM subjects as readily as other subjects.

Harnessing the enthusiasm that members of the public and young people in particular, have for environmental issues and renewable energy should be utilised to increase in the number of learners choosing 'STEM' subjects at all stages of education. This will benefit employers and the entire industry in the long-run, ensuring that they have a large talent pool to draw on for the future. This Skills Accord proposes concrete steps to be taken now to increase the number of viable candidates who can enter roles within the wind and marine energy industries in the medium to long term. The engagement and early commitment of key stakeholders to the following vision will play a key part in enabling industry to deliver the low carbon agenda.

1. School and Educational Outreach Initiatives

BWEA commits to

- Take the lead role as a conduit for information on educational materials relating to wind and marine energy in order to inform both education professionals and industry representatives of what resources exist for outreach activities
- Set up a dedicated area of the BWEA website as a channel for disseminating educational outreach materials
- Promote the work of those active on wind and marine energy educational outreach through the use of this website
- Avoid duplication of effort and resources by working with Energy & Utility Skills (EU Skills) and the National Skills Academy for Power (NSAP) in the development and delivery of school and educational outreach activity and materials

Companies party to this Accord commit to

- Work in collaboration with and support organisations involved in outreach and training development
- Engage with schools, colleges and outreach organisations to promote a clear understanding of the skills the industry requires and the link between learning choices and a career within the sector
- Actively encourage retired and semi retired staff to participate in educational outreach activities that target the public, and the training of new entrants to industry

Supporting organisations party to this Accord commit to

- Raise awareness of renewable energy technologies and career opportunities
- Support the efforts of BWEA in communicating up-to-date information on educational outreach activities
- Share best practice with other supporting organisations to ensure that effective approaches can be replicated

EU Skills Commits to

- Support the development of curriculum developments for schools across the UK to support and promote the renewable energy sector
- Support the NSAP in the development of its sector attractiveness strategy and deliverables

The National Skills Academy for Power commits to

- Working with the BWEA and other power sector related partners in the development and delivery of the NSAP's sector attractiveness strategy including schools and educational outreach initiatives

2. Boosting the Uptake of STEM Subjects across Education

BWEA commits to

- To create a compelling vision around STEM and renewables career opportunities which is targeted at young people
- Be a conduit for STEM educational materials, relating to wind and marine energy
- Inform both education professionals and industry representatives of what resources exist for outreach activities
- Accountable for clearly communicating to education providers the fundamental need for STEM subjects in the renewables industry
- Set up a dedicated area of the BWEA website in order to act as a channel to communicate how the study of STEM ties in with industry careers
- Promote the work of organisations active on wind and marine energy focused STEM educational outreach

Companies party to this Accord commit to

- Help schools, colleges and supporting organisations to market STEM subjects (to all student age groups) as desirable in the context of a future career in renewable energy.
- Provide work experience opportunities, work placements and internships for young people and highlight the importance of studying STEM subjects at school or college

EU Skills Commits to

- Work with government departments and agencies across the UK to develop dedicated support for STEM subjects across education
- Work with BWEA to inform both education professionals and industry representatives of what resources exist for outreach activities
- Clearly communicate the fundamental need for STEM subjects in the renewables industry

The National Skills Academy for Power commit to:

- Ensure that wind and marine energy are fully represented in all aspects of the NSAP power sector attractiveness website
- Work with BWEA and STEM related partners to grow the pool of workers with the appropriate skills to support the power sector including wind and marine energy businesses

Supporting organisations party to this Accord commit to

- Raise awareness of STEM in the context of renewable energy careers
- Support the efforts of BWEA in communicating what STEM outreach activities are taking place
- Share best practice with other supporting organisations to ensure that effective approaches can be replicated
- Establish links between local renewable energy businesses and organisations active on STEM outreach

3. Providing Clearer Careers Guidance on the Pathways into the Industry

BWEA commits to

- Facilitate a 'Wind and Marine Energy Human Resource Practitioners Forum'
- Be the conduit for wind and marine energy careers guidance, information and materials to the public through the BWEA website
- Aid the work of the EU Skills, NSAP and others in promoting renewable energy careers

Companies party to this Accord commit to

- Work collaboratively with other companies to understand and communicate the skills needs of the sector as a whole through the Human Resource Practitioners Forum
- Work collaboratively with other companies to communicate and promote the variety and flexibility of career pathways in industry
- Reinforce positive messages about the significance and exciting nature of the challenges within the renewable energy sector
- Share knowledge of professional career development opportunities through the BWEA website, thus demonstrating the value of working in industry to new recruits and existing employees alike

EU Skills commits to

- Take a lead role in coordinating the activities of the Sector Skills Councils (SSC) on renewable energy careers and training matters.
- Act as a first port of call for those employers within the wind and marine energy industries that wish to discuss careers guidance issues
- Coordinate the mapping of the provision of Further and Higher Education level renewable energy education and training amongst the SSC's across the UK
- Coordinate and develop careers guidance materials to match those on jobs within comparable industries
- Utilise the BWEA as a key source of information, and avenue for distributing such careers guidance materials
- Sign-post careers guidance materials generated through the work of the BWEA Human Resource Practitioners Forum and the work of the SSC's

The National Skills Academy for Power commit to

- Development and promotion of clear career and education paths across the power sector including wind and marine energy

- Ensuring organisations responsible for the promotion of power sector careers are aware of and understand the opportunities within wind and marine energy

Supporting organisations party to this Accord commit to

- Distribute careers guidance materials in a coordinated way
- Sign-post careers guidance materials generated through the work of the BWEA Human Resource Practitioners Forum and the work of the SSC's

Acronyms

BWEA:	British Wind Energy Association
EU Skills:	Energy & Utility Skills
NSAP:	National Skills Academy for Power
STEM:	Science, Technology, Engineering and Mathematics
SSC:	Sector Skills Council