

ENERGY TRANSITION ZONE LTD

Jobs & Skills Plan

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Introduction



ETZ Ltd: Who We Are

Energy Transition Zone Ltd ('ETZ Ltd') is a private sector-led and not for profit company spearheading the North East of Scotland's energy transition ambition. We are supported by significant ongoing funding from both the Scottish and UK Governments with a clear focus on repositioning the region as a globally-recognised new and green energy cluster.

The focal point of our activity is the delivery of a unique Energy Transition Zone which comprises a 250 hectare site in close proximity to the new Aberdeen South Harbour. ETZ Ltd is enabling 40 hectares of development opportunities to create the largest dedicated energy transition complex in Scotland. This will include a Marine Gateway and specialist campuses for Offshore Wind, Hydrogen, Innovation and Skills.

ETZ Ltd also acts as catalyst to accelerate energy transition across the region. Our experienced team utilise long established connections across the globe, share expertise and are taking forward a range of initiatives and programmes designed to provide individuals and organisations with the skills and training necessary to secure future employment opportunities as we transition.

Owing to a world-class oil and gas sector, the North East of Scotland is home to a highly skilled workforce which is the bedrock of our local economy. It is the ideal location for many expert engineers, manufacturers and scientists. The 2022 RGU Making the Switch report highlights that the region is already home to 45,000 energy jobs, almost 30% of the UK's total, with further research showing that 90% of the oil and gas workforce has medium-high skills transferability to renewable energy sectors.

Furnishing the workforce with the skills needed to maximise employment opportunities is key to realising local community benefits, attracting more companies to the region and ensuring a managed and just transition. ETZ Ltd have developed a dedicated Jobs & Skills Plan, outlining our skills development commitments and related impacts on regional jobs and communities.

A Specialist Campus Model

A comprehensive investment programme is underway to deliver sites for high-value manufacturing and the wider energy transition supply chain. This coordinated investment will include a Marine Gateway and the creation of specialist campuses for Offshore Wind, Hydrogen, Innovation, and Skills. In addition, the Community & Energy Coast will make significant enhancements to existing green and biodiverse spaces. Each Campus will have a transformational anchor project that will unlock future investment and job creation.

We are building Scotland's first dedicated Advanced Manufacturing Skills Hub in the Skills Campus. ETZ Ltd is making a £5 million investment, supported by Scottish Government Just Transition Funding, to provide a new flexible teaching facility to be operated in collaboration with North East Scotland College. The Hub has secured crucial private sector funding and support, allowing an accessible and wide array of courses for both full-time and part-time students to be developed. The space will also be home to a mobile skills lab that will be used to extend the facility's reach by visiting local schools to promote clean fuel technologies and energy careers.



Our Commitment

The Energy Transition Zone will provide energy organisations and the local community with amenities, job opportunities and a long-term business environment; harnessing the region's resources and existing skills to maximise the future value potential from energy transition developments.

Initial ETZ Ltd support prioritises skills development, in recognition of the importance of creating and retaining sustainable energy jobs, as well as delivering a just transition for local communities. Skills-related initiatives will engage with schools, further education and higher education, and industry partners to provide accessible and inclusive training at all levels. These activities will support the creation of sustainable, quality jobs, and ensure local people have access to relevant training and employment opportunities, helping the region become a global leader in energy transition activities, and Scotland and the UK to become a net exporter of energy transition technologies and skills.

The Jobs & Skills Plan will be reviewed and updated annually to reflect the evolving energy landscape, industry demand, emerging jobs and community needs.

ETZ Ltd's approach aligns with the Scottish Government's Climate Emergency Skills Action Plan (CESAP) priorities. Corresponding priorities are denoted throughout the following sections:

P1

Supporting a green labour market recovery from COVID-19

P2

Building better understanding and evidence of future skills needs to support Scotland's transition to net zero

P3

Developing the future workforce for the transition to net zero

P4

Driving awareness and action to support reskilling and upskilling for the transition to net zero

P5

Ensuring fairness and inclusion in the skills system as part of a just transition to net zero

P6

Taking a collaborative approach to ensure a skills system responsive to changing demands

ETZ Ltd's work will catalyse further investment and accelerate the growth of a globally recognised and integrated energy cluster. The Energy Transition Zone will support up to 2,500 direct jobs at its peak in 2030, with 10,000 more transition-related jobs created across the North East of Scotland, realising around £400m GVA.

Vision

ETZ Ltd's ambition is to provide people with the skills needed to capitalise on energy transition activities and ensure local communities benefit from employment opportunities. This will be achieved through initiatives that provide training courses, increase accessibility to skills and qualifications, and promote energy careers.

Whilst exact jobs roles and numbers will be determined by future investor opportunities, energy sector jobs are expected to be wide ranging and cover all education levels, such as:

- **Electrician, Wind Turbine & Automotive Technicians**
- **Electrical, Chemical & Mechanical Engineering**
- **Communications, IT & Software Engineering**
- **Health, Safety, Sustainability & Environment**
- **Procurement & Supply Chain Management**
- **Welding & Fabrication**
- **Project Management**
- **Transportation**
- **Logistics**



Actions & Impact

Input

Understand Industry Demand

Operators & Developers

Supply Chain

R&D / Emerging Tech

Associated start-up,
construction & maintenance

Investment

Develop Skills Provision to Meet Demand

School

College

University

Private Training

Impact

Increase Accessibility

Increase public knowledge on energy industry, associated careers and training access through information events and outreach

Create new pathways into energy careers by promoting different educational routes, such as apprenticeships

Enhance workforce transferability into green energy from fossil fuels and other industries through training and cross-skilling

Engage under-represented groups, those distanced from work, carers, returners, with flexible training options and funded course places

Attract young people to energy industry through school engagement

Target regeneration areas through postcode preference training places and skills funding

Promote inclusive recruitment processes to enhance employability

Maximise local benefits through detailed Workforce Development Planning

Regional Employment

Investment brings employment opportunities at all levels

Local job prospects enhanced through new, accessible training, interview guarantees and inclusive recruitment procedures

Community Benefits

Poverty reduction through increased employment

Local businesses expand with emerging industries

Industry-supported projects and enhancements support local initiatives

Sustainable Future

Skilled workforce and adaptable business environment attract inward investment

Investment brings further job creation and economic development

Strategic Approach

ETZ Ltd supports a wide range of training services over all levels, with the ultimate goal of improving employment for local communities, creating a skilled workforce that meets industry needs, and enabling further inward investment to the region.

Activities align with our strategic skills objectives, with priority given to those which:

- Address more than one of the strategic objectives
- Directly impact neighbouring communities
- Lead to tangible local or regional employment benefits

ETZ Ltd partners with companies and organisations to enhance or expand existing activities, in order to minimise duplication and help de-clutter the skills environment. Where no suitable activity or partner already exists, we initiate, develop, manage and run dedicated activities.

ETZ Ltd support may take the form of financial contributions or grants, provision of material, equipment or expertise, facilitation of activities, and/or linking with relevant companies, industry bodies or other organisations

Objectives



Future-proofing



Up-Skilling



New-Skilling



Re-Skilling

Actions

Attract school students into energy careers

Promote cross-skilling and transferability of existing skills

Develop new courses to meet energy industry requirements

Create and promote access to re-training opportunities

Impact

Ensure the pipeline of people meets future demand

Improve job prospects and reduce regional attrition

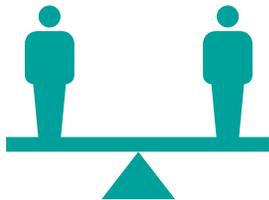
Create a competent, skilled, regional workforce

Support local workers transition into new job opportunities

Achieving a Just Transition

ETZ Ltd's activities support a number of the Scottish Government's Just Transition Fund outcomes:

- **Citizens, communities and place:** skills development and job creation will strengthen local economies
- **Jobs, skills and education:** initiatives will equip people with the skills and knowledge needed to access green jobs
- **Fair distribution of costs and benefits:** industry-sponsored community projects will share the benefits of energy activities with local communities
- **Business and Economy:** creating a skilled, capable workforce in turn supports a strong, and productive economy, creating further wealth and employment
- **Adaptation and resilience:** providing industry-led, flexible training options help ensure the workforce and economy are adaptable and responsive
- **Decarbonisation and efficiencies:** suitable adaptation of the skill system will contribute low-carbon investment and infrastructure, avoiding carbon 'lock-in'



Regional & National Policy Alignment

In line with Young Persons' Guarantee, ETZ Ltd support training opportunities for young people and focus on closing the opportunity and employment gap for the regions most disadvantaged residents (e.g. those with disability, ethnic minorities, care-experienced individuals, workless and low-income families, etc.) and help tackle gender imbalances in the energy sector in line with industry and government ambitions.

ETZ Ltd's ambitions to address the changing skills needs of the North East also align with:

- Regional Skills Strategy
- Scottish Government and UK Government's net-zero plans
- Scottish Government's National Strategy for Economic Transformation (Point 5: Skilled Workforce)
- UK Levelling Up and Scottish Government's No One Left Behind





Activities Timeline

Timeline

2021

2022

2023

2024

2025+

● National Energy Skills Accelerator

● NEERSF

● OPITO All Energy Apprenticeships

● ECITB Wind Turbine Technician Scholarships Cohort 1

● Scottish Schools Hydrogen Challenge

● Advanced Manufacturing Skills Hub

● Energy Skills Outreach Vehicle

○ ECITB Wind Turbine Technician Scholarships Cohort 2

○ Fuel Change Energy Transition Challenge

○ Fabrication Welding Pathway

○ TechFest Primary Schools

○ Workforce Development (*site dependent*)

● Complete

● On-Going

○ Planned

Activities Complete



North East Economic Recovery & Skills Fund (NEERSF)

The Scottish Government NEERSF awarded £3.15 million to ETZ Ltd to support diversification of skills across the region. Investment in a series of partnerships and programmes delivered impactful energy transition projects that supported people into work, enabled the re- and up-skilling of employees, and increased innovation and growth in local businesses.

Key Partners

Xodus, Scottish Carbon Capture & Storage, OEUK
RelyOn Nutec, Roadwise Driver Training CIC, ORE Catapult



Timeline

Initiated November 2021
Completed September 2022

CESAP Alignment

P1

P3

P5

F U N R

Strategic Objectives Met

Impact & Outcomes

Fully funded training for individuals and companies across the region to promote sustainable employment and future-proof businesses:

445 Individuals received offshore energy training

24 Individuals enrolled in the Xodus transition skills initiative, X Academy

30 Individuals trained in CCUS introduction courses

20 Large goods vehicles licence training

16 Companies provided with future energy skills courses

26 Individuals trained in carbon dioxide emissions reduction technology

Ballard Scottish Schools' Hydrogen Challenge

ETZ is a supporting partners of the 2022-23 Scottish Schools' Hydrogen Challenge, managed and delivered by Ballard Motive Solutions Ltd. ETZ Ltd sponsored the regional and grand finals and facilitated workshops in Aberdeen schools, including Lochside Academy. The programme introduces S2 students to hydrogen and fuel cell technology, promoting STEM engagement across Scotland. 190 workshops were delivered to 4,500+ pupils.

Key Partners

Ballard Motive Solutions Ltd



Timeline

November 2022 to
March 2023

CESAP Alignment

P3

P5

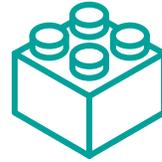
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Strategic Objectives Met

Impact & Outcomes

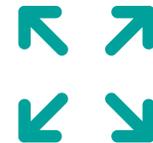


Increase STEM engagement in city secondary schools



Promote renewable technology to students at a critical time in their education as they select subjects

Improve accessibility in low STEM engagement schools



Potential to expand to include Aberdeenshire schools in future years

Promote collaboration and industry partnerships between sponsors



Associated Initiatives/Organisations

- Aberdeen City Council
- Developing the Young Workforce (DYW) North East

Activities On-Going



National Energy Skills Accelerator (NESA)

Established by ETZ Ltd, NESA is a not-for-profit collaborative initiative between Robert Gordon University, the University of Aberdeen and North East Scotland College, supported by Skills Development Scotland and ETZ Ltd. Supporting the changing needs of the energy sector, NESA aims to accelerate the up-, re- and new-skilling of the existing and future workforce. NESA provides a single point of contact to access a wide range of training and skills development programmes.

Key Partners

Robert Gordon University, University of Aberdeen,
North East Scotland College, Skills Development Scotland



Timeline

Established June 2021
Operations on-going

CESAP Alignment

P2

P3

P6

F U N R

Strategic Objectives Met

Impact & Outcomes



Partnerships signed with industry leaders, including Shell and Scottish Power

Skills development offerings will attract new entrants and create new routes into the energy industry for returners, those distanced from work or transitioning from other sectors



£1million from the Scottish Government Just Transition Fund to create an Energy Skills Plan 2022-2030, and develop pilot training courses to support workforce transition

Scottish Funding Council's Regional Pathfinder project expands on the Just Transition Fund project to develop an interactive career pathway tool to explore routes from education through to employment



Associated Initiatives/Organisations

- Energy Skills Passport
- Energy Skills Alliance
- DYW North East
- OPITO

OPITO All Energy Apprenticeships

ETZ Ltd has supported OPITO in the development of a dedicated energy transition qualification scheme to educate and upskill the next generation of energy leaders. Four bolt-on qualifications were developed and piloted in Scottish colleges (including NESCoI) throughout 2022. These introductory units aim to benefit local communities around the Energy Transition Zone and beyond by creating pathways into energy careers.

Key Partners

OPITO



Timeline

Developed 2022
Delivery on-going

CESAP Alignment

P3

P6

U

R

Strategic Objectives Met

Impact & Outcomes



Over 230 learners registered at North East Scotland College to date

Four new SCQF Level 6 units being delivered in colleges across Scotland



New qualifications enhance apprenticeship programmes and create link to support energy transition

Open up pathways for individuals into energy careers, including new entrants and those looking to transition



Strong collaboration between industry and skills bodies including ECITB, COGENT and ESP

Associated Initiatives/Organisations

- OPITO North Sea Transition Deal's Integrated People and Skills Strategy
- Scottish Apprenticeship Award

ECITB Wind Turbine Technician Scholarships

Sponsorship from ETZ Ltd enabled the first Scottish cohort of the Engineering Construction Industry Training Board's (ECITB) Wind Turbine Technician pathway to be run at North East Scotland College, providing bursaries for all students on the 2-year programme. Learners gain core engineering skills and an understanding of emerging new technologies. Employers are engaged throughout, maximising student job opportunities.

Key Partners

North East Scotland College, ECITB



Timeline

Pilot commenced September 2022
Completing June 2024

CESAP Alignment

P3

P4

P6

N

Strategic Objectives Met

Impact & Outcomes



Scotland's first net zero scholarship launched in Aberdeen

£100/week bursaries to combat cost of living crisis



Provide new career pathways, and attract new entrants into the sector

Ensure a pipeline of skilled technicians to meet industry demand as ScotWind construction ramps up

Enhance opportunities for local people currently facing barriers to entering engineering careers



Lay foundations for private sector investment, stimulating industry support for future cohort

Associated Initiatives/Organisations

- This pilot cohort paved the way for industry support for future cohorts, with a second programme starting in September 2023 jointly sponsored by ECITB, ETZ Ltd and industry partners

Advanced Manufacturing Skills Hub

Refurbishment of an existing dilapidated site adjacent to NESCol's Alten's Campus, to provide expansive, high-tech training facilities. The Skills Hub replaces NESCol's outdated welding workshops with flexible teaching spaces and cutting-edge equipment. Additional space for communal and community areas will also be included, and green space incorporated to bring nature to an otherwise industrial area.

Key Partners

North East Scotland College, Industry Partner



Timeline

Construction commenced 2023
Operational late 2024

CESAP Alignment

P3

P4

P6

F U N R

Strategic Objectives Met

Impact & Outcomes

NORTH EAST
SCOTLAND
COLLEGE

Increase NESCol training capacity

Improve facilities and equipment to enable more advanced training provision



Wider flexibility of training delivery to increase accessibility, such as evening and weekend classes

Showcase training to schools and wider community

Provide space for community groups, such as computer suites to improve IT literacy and address digital poverty



Brownfield site regeneration to circular economy principles



Energy Skills Outreach Vehicle

A science classroom on wheels, this interactive learning facility will tour the city and shire schools showcasing the latest in energy industry technology and careers. Movable, modular exhibits will allow content to be quickly changed and updated to ensure it remains engaging and relevant for years to come. Powered by renewable energy, the vehicle itself will embody the net zero ambition.

Key Partners

North East Scotland College, Aberdeen City Council, Aberdeenshire Council, Industry Partner



Timeline

Procurement commenced 2023
Operational 2024

CESAP Alignment



Strategic Objectives Met

Impact & Outcomes



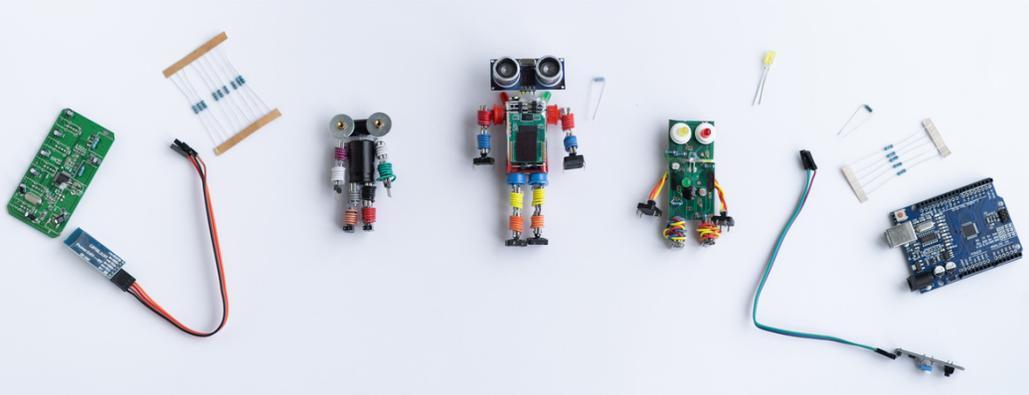
Promote energy careers from early years

Increase STEM engagement in regional schools



Improve accessibility for rural areas and small schools

Promote energy transition to the wider community through attendance at fairs and community events



Associated Initiatives/Organisations

- Aberdeen Science Centre
- Aberdeen City Council
- Aberdeenshire Council
- Aberdeen Maritime Museum
- TechFest
- Skills Development Scotland
- DYW North East
- NMIS Skills Academy

Activities Planned



Fuel Change Energy Transition Challenge

ETZ Ltd and industry partners will support the development of a North East Regional Fuel Change Challenge. This will introduce senior phase students to real-world sustainability and energy transition problems, developing meta-skills and fostering innovation through school-employer engagement. Fuel Change have already helped 2,000+ individuals build the skills needed to thrive in the future.

Key Partners

Fuel Change, Industry Partners



Timeline
2023/24

CESAP Alignment

P3

P5

F

Strategic Objectives Met

Impact & Outcomes



Increase energy industry awareness in regional schools



Promote sustainability and energy careers to students

Attract more students to the energy industry

Help learners develop critical meta-skills for successful careers



Deliver through an experienced, innovative education provider

Enhance links between schools and employers



Promote industry collaboration and partnerships

Associated Initiatives/Organisations

- Aberdeen City Council
- My World of Work
- Aberdeenshire Council
- DYW North East

ECITB Fabrication Welding Pathway

ETZ Ltd, NESCol and ECITB will develop a flexible fabrication welding programme to be delivered at the Advanced Manufacturing Skills Hub. The part-time programme will allow individuals to re-skill around current employment or commitments. There will be no maths pre-requisite, further increasing inclusivity and accessibility to skills needed for the future, such as construction and wind turbine manufacturing.

Key Partners

North East Scotland College, ECITB



Timeline
Commencing 2024

CESAP Alignment

P3

P4

P6

U N R

Strategic Objectives Met

Impact & Outcomes



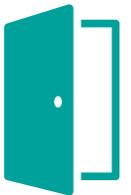
Increase accessibility to key skills for in-demand jobs

New, flexible delivery method to suit learners needs



Create new career pathways leading to employment or apprenticeships

Enhanced opportunities for local people currently facing barriers to entering engineering careers



Associated Initiatives/Organisations

- DYW North East
- Industry Partners

TechFest Primary School Engagement

In partnership with TechFest, ETZ Ltd plan to support a series of primary school programmes focussed around sustainability and green technology. The interactive sessions will engage young learners in future energy topics, laying the foundations for energy careers through fun and play. TechFest is an innovative charity which has been providing quality STEM events throughout Scotland for over 35 years experience.

Key Partners

TechFest



Timeline

2024/5

CESAP Alignment

P3

P5

F

Strategic Objectives Met

Impact & Outcomes



Increase STEM engagement in regional primary schools

Promote energy careers from early years

Deliver through a well respected, teacher-trusted education provider



Potential to expand to national schools



Embed sustainability and net-zero philosophy into primary school curriculum

Associated Initiatives/Organisations

- Aberdeen City Council
- Aberdeenshire Council
- SSERC STEM Ambassadors

Workforce Development



Jobs & Skills Conditions

All companies operating within the Energy Transition Zone are encouraged to adhere to the following conditions relating to jobs and skills:

1

Develop a tailored Workforce Development Plan

ETZ Ltd will support companies to create a workforce development plan, ensuring local people are prepared for up-coming job opportunities. Details will depend on the size and nature of the enterprise. A Workforce Development Framework has been developed as outlined in the Appendix

2

Utilise local and regional training providers

World-class education providers and skills development can be accessed regionally via NESAs, and local training providers leveraged wherever possible

3

Support local businesses

Procurement processes should, whenever applicable, focus on supporting local supply chain companies, to bolster the local economy and minimise environmental impact

4

Enhance local employment opportunities

Job vacancies should be open to local applicants, and foster inclusivity by following Aberdeen City Council's Guaranteed Interview Scheme

5

Benefit local communities

Contribute towards the Energy Transition Zone Community Fund (currently under development) and other local projects.

6

Promote diversity and inclusion

Utilise publicly available toolkits (i.e. OEUK's) and follow inclusive hiring processes:
www.oeuk.org.uk/product/oeuks-diversity-inclusion-leadership/
www.gov.uk/reasonable-adjustments-for-disabled-workers
www.autismunderstanding.scot/information-hub/employment

7

Champion Fair Work First

Comply with Fair Work First principles, including payment of a real living wage, no inappropriate use of zero-hours contracts and take action to tackle gender pay gaps



The Pipeline Pledge

The future success and stability of the region depends on engaging and inspiring the next generation to explore careers in energy transition. To achieve a Just Transition opportunities must be available to all young people, and industry must build better links with local communities. ETZ Ltd will strongly encourage all investors to take a 'Pipeline Pledge' committing to:

- Work with Developing the Young Workforce North East to promote work experience, internships, apprenticeships and jobs in regional schools, colleges and universities

- Join the Young Person's Guarantee.
- Join the Scottish Schools Education Research Centre STEM Ambassador programme.
- Support local community projects through voluntary staff time.

ETZ Ltd's jobs and skills conditions, along with the Pipeline Pledge, aim to deliver industry-driven skills development, and meaningful, high-value jobs that will help build a resilient, sustainable economy. These initiatives look to ensure local communities directly benefit from energy transition activities.



Summary



Summary

This plan outlines ETZ Ltd's approach to energy transition jobs and skills, and at its core, strives to achieve:

Local Regeneration

Bring tangible benefits to Torry residents and other disadvantaged communities in the vicinity of the Energy Transition Zone through accessible training, enhanced employment opportunities, and community projects

Harness the region's existing skills, create new pathways into employment and promote energy careers at all levels

Regional Benefit

Global Impact

Enable the region to become a net exporter of energy transition technologies and skills, and spotlight the North East as a global energy transition leader

ETZ Ltd works in collaboration with local authorities including Aberdeen City Council on initiatives such as Developing the Young Workforce North East, and with committed industry partners, to maximise energy transition jobs for the people of the North East, promoting a Just Transition, and helping build a sustainable future for Scotland.



Monitoring Impact

ETZ Ltd will record the follow in order to quantify and track the impact of our activities:

Building Capability and Skills Metrics

- Number of training programmes developed
- Number of training courses delivered
- Number of individuals trained
- Number of course completers in positive destinations

Job Retention and Creation Metrics

- Number of jobs created
- Number of apprenticeships created



Appendix



Workforce Development Framework

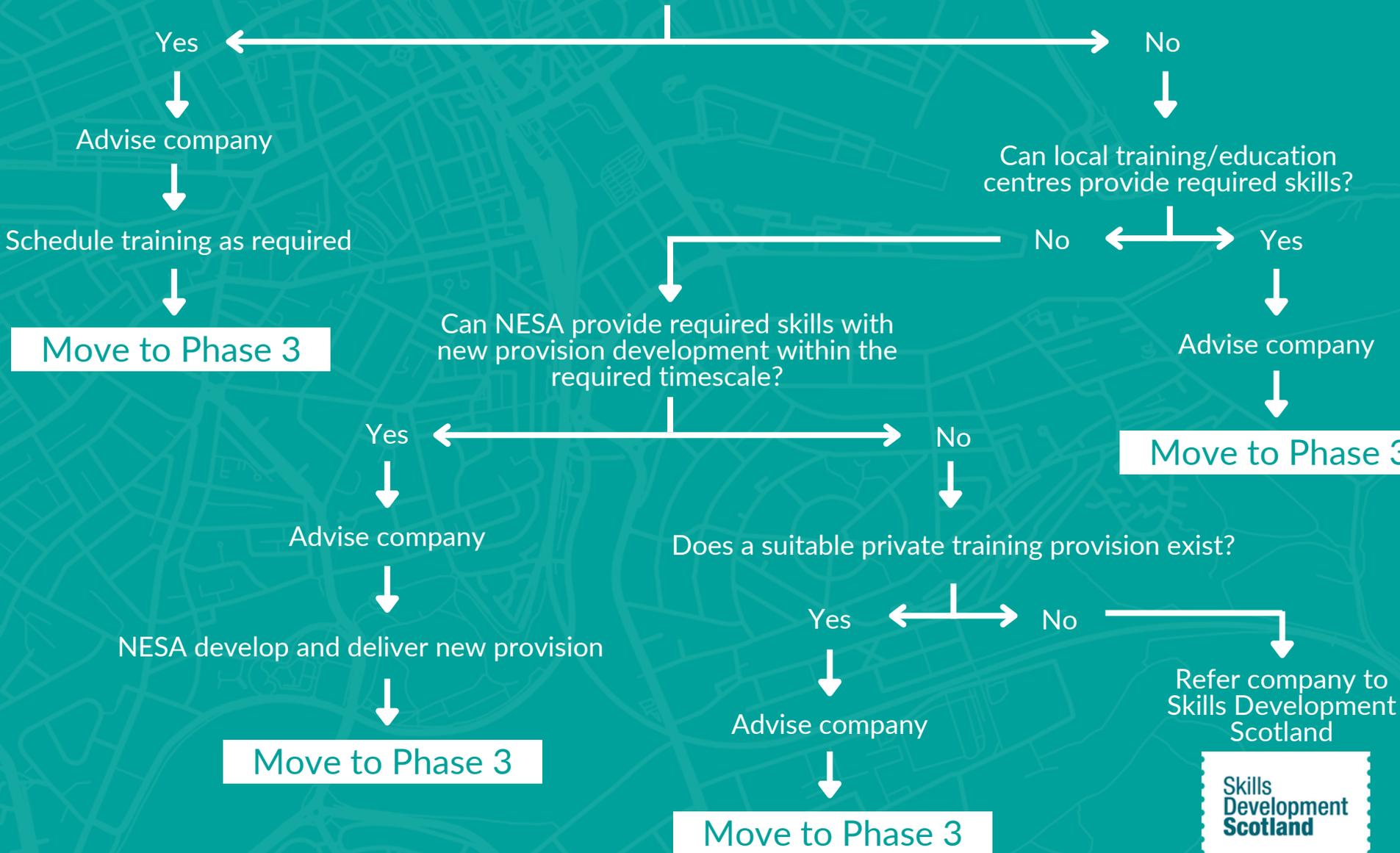
Phase 1 - Identify Skills Requirements



Workforce Development Framework

Phase 2 - Workforce Development & Skills Provision

Can NESAs provide required skills through existing provision?



Workforce Development Framework

Phase 3 - Attracting New Entrants

Does the company need to attract individuals to join their workforce, or promote energy transition to the public?

