

Improving Skills Data Intelligence Action Plan

Introduction and context setting

The transition to net zero will have a substantial impact on the labour market for the offshore energy industry. Consequently, a robust action plan is essential to support the effective transition of the workforce.

In the context of future people and skills needs, there is a fundamental lack of consistent and comparable data across the offshore energy sectors. Addressing this deficit will unlock a range of targeted interventions to support the future and inclusive growth of the workforce, based on strategic and actionable insights backed by robust data and evidence.

This Action Plan forms part of the wider North Sea Transition Deal (NSTD) Integrated People & Skills Strategy (People & Skills Strategy) which highlights a series of strategic priorities that will help to create a diverse, integrated offshore energy workforce.

Current situation

Access to consistent and reliable data and intelligence on skills across the various offshore sectors is currently fragmented and limited. In oil and gas, Offshore Energies UK (OEUK) has undertaken industry-wide surveys in areas such as diversity. RenewableUK, on behalf of the Offshore Wind Industry Council (OWIC), publishes an in-depth annual industry survey on skills which – with detailed insights on the sector’s demographics – enables the development of more targeted measures to support growth.

In hydrogen and carbon capture, whilst there are high level industry forecasts, there are no current plans for gathering data and intelligence on future people and skills needs that use a common nomenclature (taxonomy) that could be applied across all sector. Some work is being undertaken to map potential future skills and training requirements, however data capture and analysis initiatives in these sectors are relatively underdeveloped compared to oil and gas, and wind.

On developing a common taxonomy for skills across the offshore sector, some work has been done on energy transition jobs families by Robert Gordon University for OEUK, and by Opergy Ltd. for OWIC and the Offshore Renewable Energy Catapult (OREC). Opergy’s taxonomy model for offshore wind (fixed-bottom and floating) is complementary across all sectors, having been developed with industry.

Stakeholders in the Improving Skills Data Intelligence Action Plan

Developing a consistent approach to gathering, analysing, and reporting skills data will support a wide range of stakeholders who require access to common and reliable intelligence to drive growth across the offshore industry. These range from trade bodies across all sectors, including but not limited to: OEUK, RenewableUK, Hydrogen UK, Carbon Capture and Storage Association (CCSA), and the Energy Industries Council; to government departments, both central and regional; education institutes such as colleges and universities; industry training boards and private training providers; trade unions, and the existing and future workforce.

The following actions are designed to engage with and build on the approaches developed and recognised by RenewableUK and OWIC with their annual industry survey model, and lessons learned from OEUK’s diversity and inclusion survey, to extend the reach of the work across all offshore energy sectors.

Action Plan Activities

Strategic Priority 16 from the Integrated People & Skills Strategy

Agree an integrated approach to people and skills data collection, including common skills and job classifications to support forecasting

This Strategic Priority builds on the work done as part of the NSTD Integrated People & Skill Strategy, and outlines the work required to set up an Energy Skills Intelligence Hub (ESIH).

It outlines the need for a small, independent team to gather, integrate, produce and process data, and to deliver cross sector current and future-cast skills information for interested stakeholders across oil and gas, offshore wind, hydrogen, and CCUS, and other associated sectors.

Developing a common and consistent set of data will be fundamentally important in enabling accurate forecasting and planning for this once-in-a-generation transition. This entails identifying the critical information required to effectively plan the transition and enable both the industry and the workforce to understand the scale of the change and opportunity.

The action will focus on skills and job classification data collection to create an accurate forecast of the job volume growth and the skills required to support the transition. This, in turn, will lead to the creation of a common set of data that the industry can trust.

In the short term, key stakeholders will be consulted on what data is required and how it can be turned into actionable intelligence. In parallel, understanding current activities on data collection from each sector will help to understand what data may be available, plus any gaps or overlaps. It will be necessary to agree standard definitions, such as the approach to direct/indirect/induced employment forecasts.

Activity Plan

ACTIVITY	DATE
Map the current skills landscape and produce a road map/plan to support stakeholder engagement	Q4, 2022
Agree relationships with the relevant UK bodies and stakeholders to ensure cross industry buy-in, including but not limited, to ESA members such as RenewableUK, Hydrogen UK, OEUK, CCSA, and the Energy Networks Association	Q1, 2023
Bring together all existing skills data and intelligence to begin the process of data integration, supporting the development of Strategic Priority 17, identifying and analysing any gaps, and agree methodologies for data collection	Q1, 2023
Commission the production of a web-based Graphic User Interface (GUI) for presentation and manipulation of the data and results	Q1, 2023
Begin modelling and producing current and future data (where existing data is not available), using the Future Casting Skills Model (FCSM) through workforce surveys or desk-based model projects	Q2, 2023
On an ongoing basis continue to refine, produce, integrate, and publish data and intelligence reports and briefings for use by all ESA members and stakeholders	Q2, 2023 onwards

Strategic Priority 17 from the Integrated People & Skills Strategy

Develop and agree a common taxonomy for job roles, and job families to improve sector analysis, and support mobility of skills across sectors

Reaching stakeholder agreement on a common taxonomy of people and skills nomenclature will significantly enhance industry analysis and forecasting, supporting greater mobility of skills across and between sectors.

Creating such a common taxonomy will support Strategic Priorities 16 and 18 in enabling the industry to accurately compare differing datasets of future jobs and skills demand and enable the supply of data to underpin the right training, skills and ultimately people to support this.

Activity Plan

ACTIVITY	DATE
Identify key ESA members to review and agree the use of a common taxonomy beyond ESIH e.g., for industry benchmarking	Q4, 2022
Review existing skills taxonomy and classification, identifying any potential gaps	Q4, 2022
Publish Common Taxonomy and Job Family model via ESA members	Q1, 2023

Strategic Priority 18 from the Integrated People & Skills Strategy

Deliver annual offshore energy workforce people and skills surveys and models, providing robust data, intelligence and analysis of offshore energy people and skills

In order to deliver Strategic Priority 16, it is likely that some sectors and sub-sectors will need an up-to-date workforce survey or model to plug existing gaps or refresh older data.

Capturing robust data on the energy workforce (by age, gender, skills profile and more), and forecasting the growth and effectiveness of proposed interventions builds on the best practice approach used by, OWIC and RenewableUK for offshore wind.

It will enable an accurate and up-to-date dataset to support forecasting activity during the rapid and large-scale transition which will continue to evolve in both scale and complexity.

Activity Plan

ACTIVITY	DATE
Agree requirements with key stakeholders via ESA members	Q4, 2022
Conduct Oil and Gas annual survey	Q2, 2023
Develop a future cast model for Hydrogen in partnership with the relevant bodies	Q2, 2023
Publish Oil and Gas People and Skills Report	Q3, 2023
Develop a future cast model for CCUS in partnership with the relevant bodies	Q3, 2023
Publish Integrated People & Skills intelligence report(s), incorporating combined data, including offshore wind	Q4, 2023
Publish All Offshore Energies People and Skills Report	Q3, 2024

The industry input to support the successful development and delivery of the Action Plan

As the Integrated People & Skills Strategy sets out, this is a complex cross-sector strategy which needs the industry to work in different ways to achieve strategic priorities. The areas below set out the key factors that will enable the delivery of the Action Plan:

- An integrated approach to people and skills data collection, including common skills and job classifications to support forecasting – developing a common and consistent set of data to enable accurate forecasting for the workforce to effectively plan and understand the scale of change and opportunity.

- Improve sector analysis, and support mobility of skills across sectors – a common taxonomy of job roles will allow the industry to accurately compare datasets of future jobs and skills.
 - An agreed benchmark for the offshore industry will provide focus on the key areas to concentrate efforts through an annual offshore energy workforce people and skills survey – this will enable accurate and timely data, intelligence and analysis of offshore energy people and skills to support forecasting activity.
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Outcomes

Access: provide access to actionable data and intelligence on skills across the various offshore sectors which will support the future and inclusive growth of the workforce, based on strategic and actionable insights backed by robust data and evidence.

Stakeholders: develop an improved approach to gathering, analysing, and reporting skills data to support a wide range of stakeholders who require access to common and actionable intelligence to drive growth across the offshore industry.

Collaboration: sectors will work collaboratively to integrate, produce and process data to deliver cross-sector current and future skills information for stakeholders in the energy, and associated sectors.

Accurate forecast: provide an accurate and up-to-date forecast of the job volume growth and the skills required to create a common set of data that the industry and key stakeholders can trust.
