

Scottish Apprenticeships Advice Workshop

Sustainable Energy Supply Chain

20 April 2022



Presenters

Pilar Rodriguez	Programme Manager, Sustainable Energy Supply Chain, Energy Saving Trust	Presenter, Q&A Panel
Scott Leishman	Relationship Account Executive for Critical skills and occupations, Skills Development Scotland	Presenter, Q&A Panel
Kathryn Hill	Employer Engagement Executive, Skills Development Scotland	Presenter, Q&A Panel

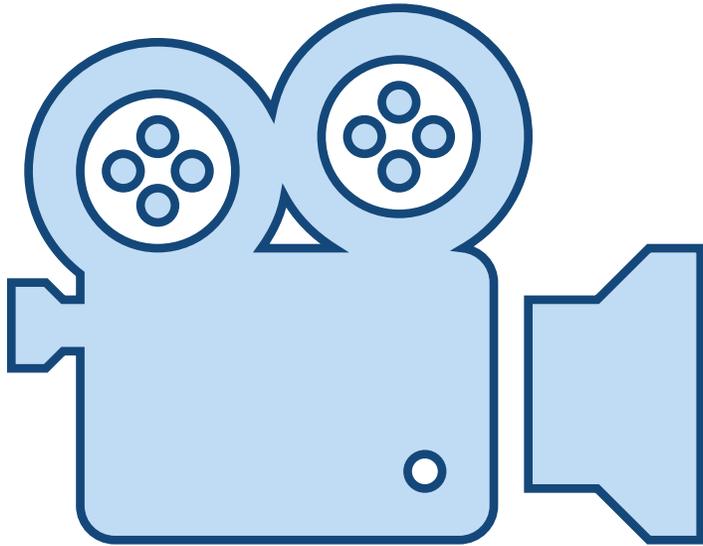
Questions

Type questions into the **Questions** pane of the control panel

You can send in your questions at any time during the presentation. These will be collected and addressed during the Q&A session at the end of the presentations.



Recording



This webinar is being recorded but your name and attendance is hidden from the recording.

The recording will be uploaded and will be made available to watch again.

Details of how to do this will be shared with you via email, after the webinar has ended.

Have Your Say



There will be a short feedback survey after the webinar has finished.

Please complete this if you can so we can continue to improve the webinars we offer.

Scottish Apprenticeships – a route to support decarbonisation in Scotland

Pilar Rodriguez
Sustainable Energy Supply Chain Manager

20 April 2022



Sustainable Energy Supply Chain support



Resources hub

Support hub for small businesses working on energy efficiency, heating systems and micro generation. Find research, case studies and online tools to...



Skills, funding and certification

Discover the certification requirements as an installer or assessor looking to carry out work under various schemes.



Supply chain events

We organise networking events, webinars, workshops and information sessions. All free of charge. Find out more about our upcoming sessions.



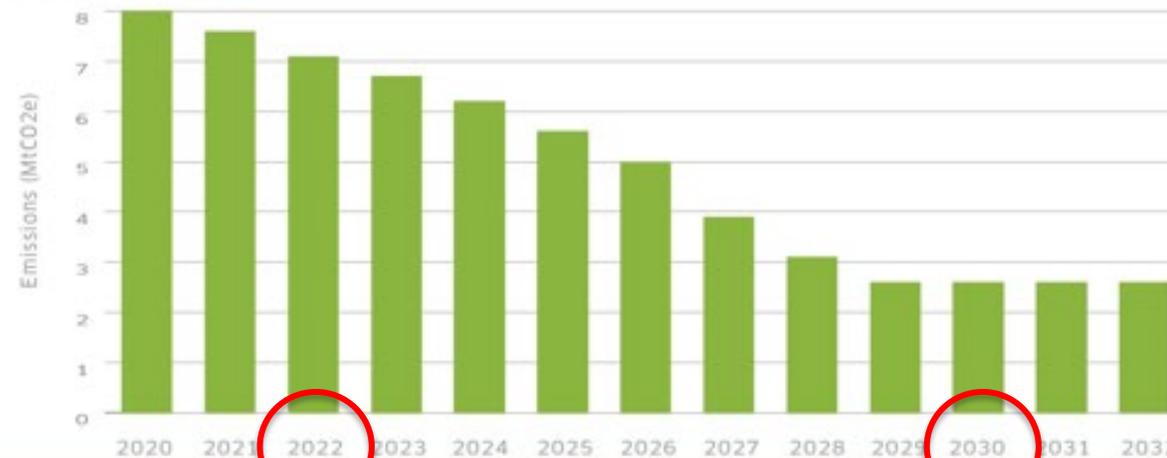
Funding for your customers

Energy Saving Trust helps consumers access funding to make energy efficiency improvements and renewable energy additions to their property.

Heat in Building Strategy

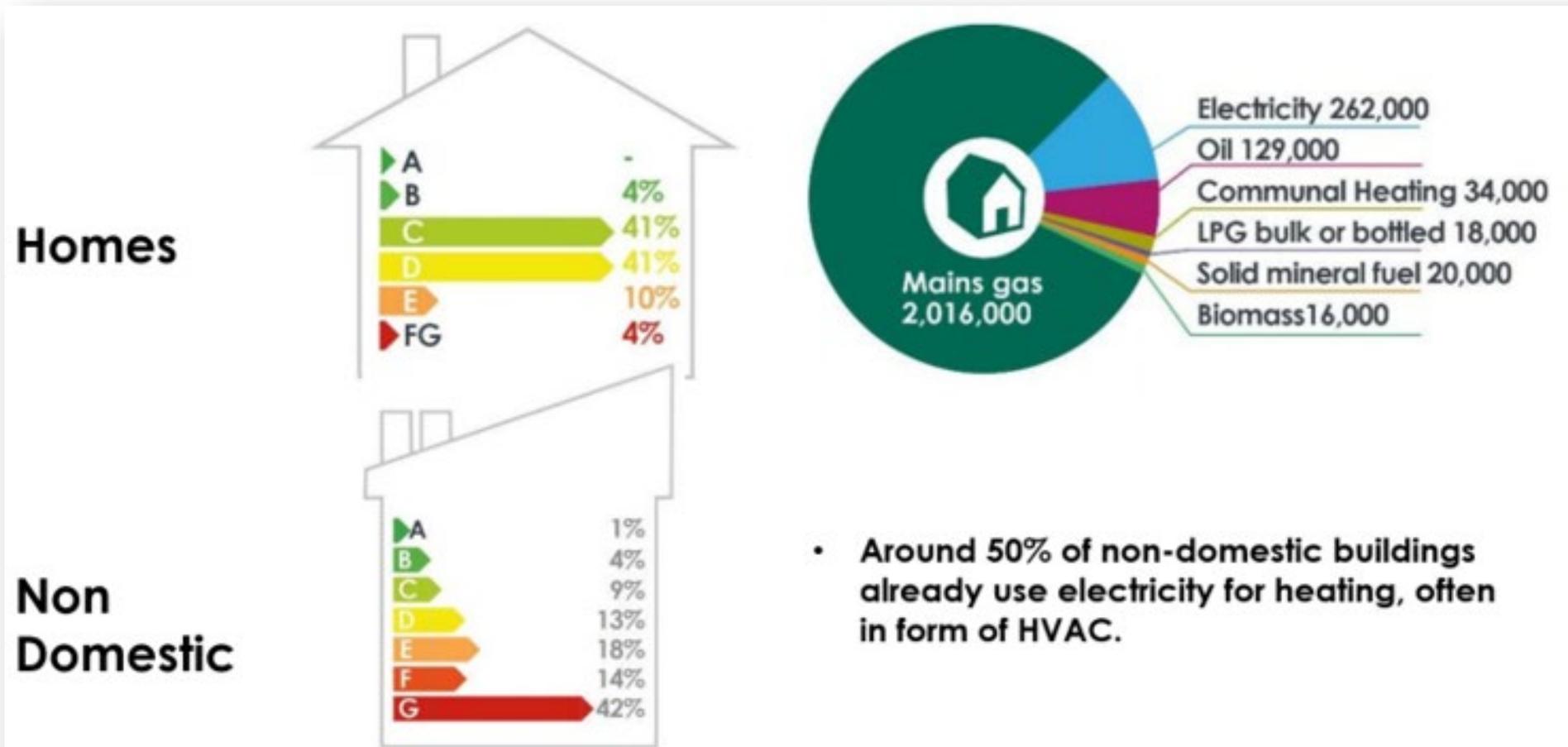
Climate Change Emission Reduction Targets (Scotland) Act 2019

- Legally binding target to achieve net zero emissions by 2045
- Interim target 75% reduction by 2030
- 90% by 2040



Source: Climate Change (Emissions Reduction Targets) (Scotland) Act 2019

Where are we now?



Where do we need to be?

- By **2045** our homes and buildings no longer contributing to climate change
- By **2033** all homes reaching equivalent EPC C
- By **2030** emissions from buildings **68% lower than 2020** levels. This requires **zero emissions heating** in:
 - The vast majority of the 170,000 off gas homes
 - At least 1 million on-gas homes
 - **50,000 non-domestic buildings**

The journey to Net Zero

Low and Zero Emissions Heating Systems

Systems that have **zero direct greenhouse gas emissions** such as individual electric heat pumps and connection to heat networks, or electric systems such as storage heaters, and systems that have very low emissions such as those that use hydrogen.

No and low regrets strategic technologies

Energy efficiency



Heat pumps in off gas areas



Heat pumps in on gas areas



Low and zero emissions heat networks

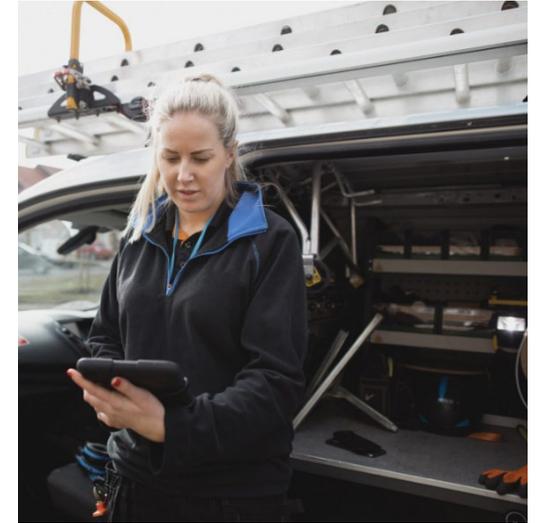


The economic opportunity

- **16,400 additional jobs across the economy in 2030** as a result of investment in the deployment of zero emission heat



Skills requirements



Annex C - installer skills matrix

www.gov.scot/publications/consultation-scottish-skills-requirements-energy-efficiency-zero-emissions-low-carbon-heating-systems-microgeneration-heat-networks-homes

Apprenticeships schemes



Resource hub



Resources hub



Supply chain events

- Case studies on upskilling apprentices and workforce
- Skills requirements recorded webinars and slides

Thanks for listening



Skills
Development
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SCOTTISH

APPRENTICESHIPS

APPRENTICESHIPS.SCOT

Employer Services Team
Skills Development Scotland



Our Employer Offer: One to One Business Support



Digital Offer for Employers: [Our Skillsforce / apprenticeships.scot](#)



Digital Skills Management Tool: Self help web portal for employers



Employer Helpline
☎ 0800 763 6000



Relationship Account Executives



Employer Engagement Advisers

Growth & Inward Investment

What?



Front line **telephone and web support** for employer skills enquiries.



Skills support for larger businesses in developing skills critical to the Scottish economy.



Encourage SMEs to think **'skills first'** through **skills analysis, workforce planning, and skills strategies** supporting business growth or resilience.



As part of **Team Scotland**, the GI Team lead on skills, education and training support for businesses that want to invest, grow and thrive in Scotland.

How?



Single entry point for assessment and onward referral to wider SDS/partner services.



Support business growth, **maximising opportunities** from WBL, FE, HE and **industry engagement**.



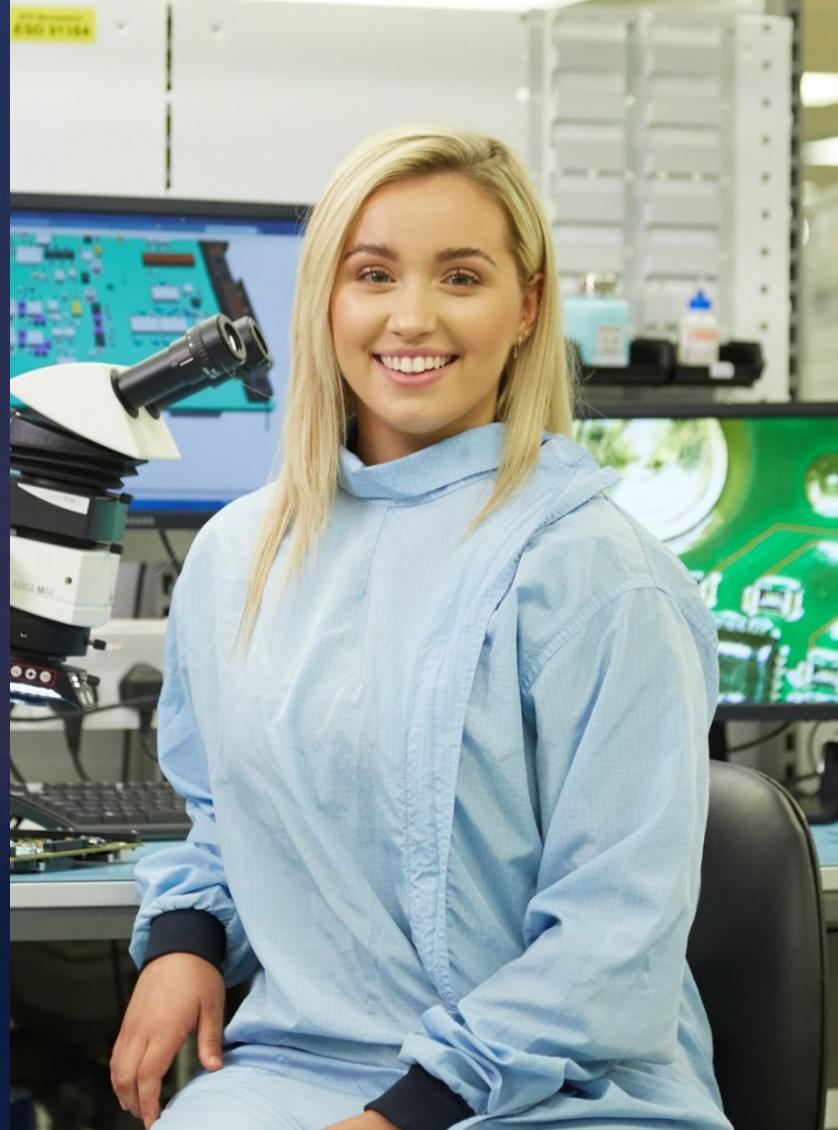
Help SMEs meet objectives through **bespoke people skills action planning** aligned to their business supporting talent attraction, developing and upskilling their workforce.



We work with business to create **innovative, bespoke solutions** to attract, retain and develop a highly skilled workforce by navigating and influencing the Scottish skills, education and training landscape.



**FOUNDATION
APPRENTICESHIPS**



**MODERN
APPRENTICESHIPS**



**GRADUATE
APPRENTICESHIPS**

FOUNDATION APPRENTICESHIPS

Shape the next generation of talent

- ✓ Senior phase work-based learning qualification starting in S5
- ✓ Available in 12 frameworks
- ✓ Range of providers – colleges, local authorities and other learning providers
- ✓ Pupils apply learning in a work placement with a local employer
- ✓ SCQF Level 6 (same level of learning as a Higher)
- ✓ Pilots in 3 frameworks from SCQF Level 4 and 5



WHAT SUBJECTS DO THEY COVER?

Accountancy

Business Skills

Civil
Engineering

Creative &
Digital Media

Engineering

Financial
Services

Food & Drink
Technologies

Hardware &
System Support

Scientific
Technologies

Social Services
Children
& Young People

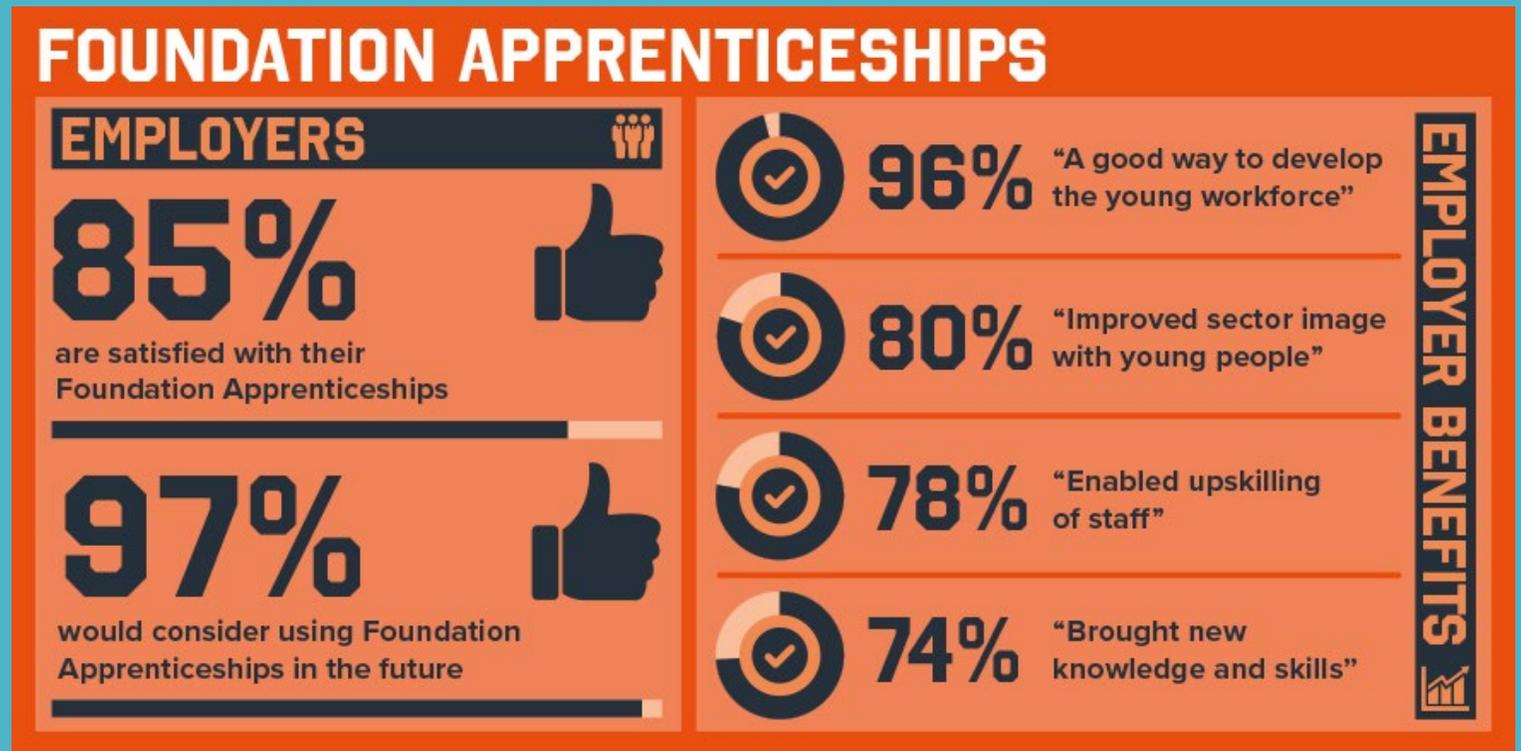
Social Services
& Healthcare

Software
Development



WHAT ARE THE BENEFITS?

- ✓ Get early access to future talent
- ✓ No direct costs to you as an employer
- ✓ Fast track talent development in your business
- ✓ Develop your staff as coaches and mentors
- ✓ Equality and Diversity



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MODERN APPRENTICESHIPS

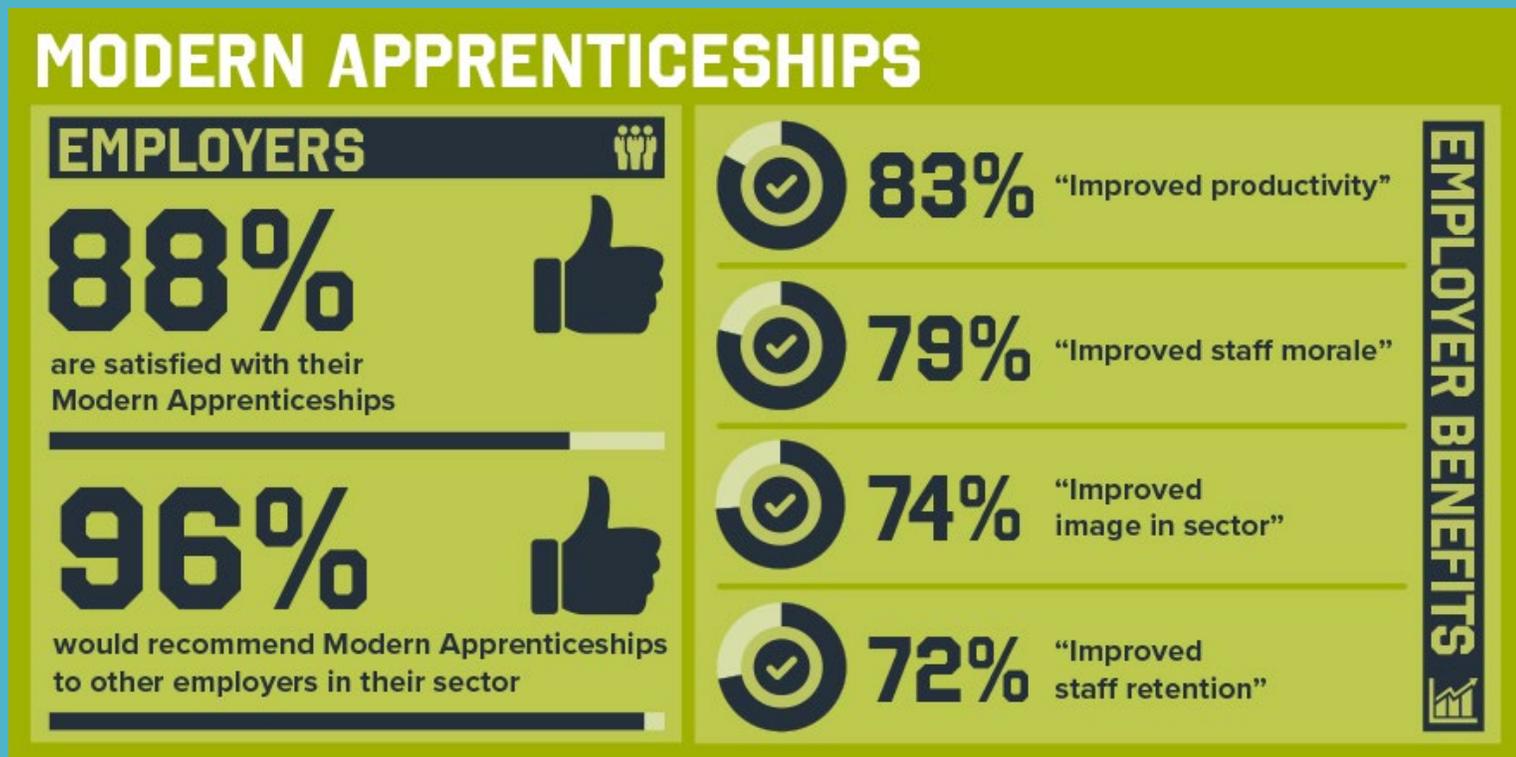
**Build the skilled workforce your
business needs**

- ✓ A job where apprentices work, learn and earn
- ✓ Over 100 types, from financial services to digital, from engineering to health and social care
- ✓ Wide range of learning providers
- ✓ 12,000 employers



WHAT ARE THE BENEFITS?

- ✓ Get flexible, tailored training to meet your business needs
- ✓ Attract fresh talent and develop the workforce of the future
- ✓ Upskill your existing employees
- ✓ Improve your productivity, staff morale and quality of service
- ✓ Retain talent, reducing your recruitment costs



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GRADUATE APPRENTICESHIPS

A new way to get qualified up to Master's degree level while in paid employment

- ✓ Majority of time learning on the job, also a student at University
- ✓ Designed around the needs of industry
- ✓ Available in 15 industry designed frameworks
- ✓ 14 Universities



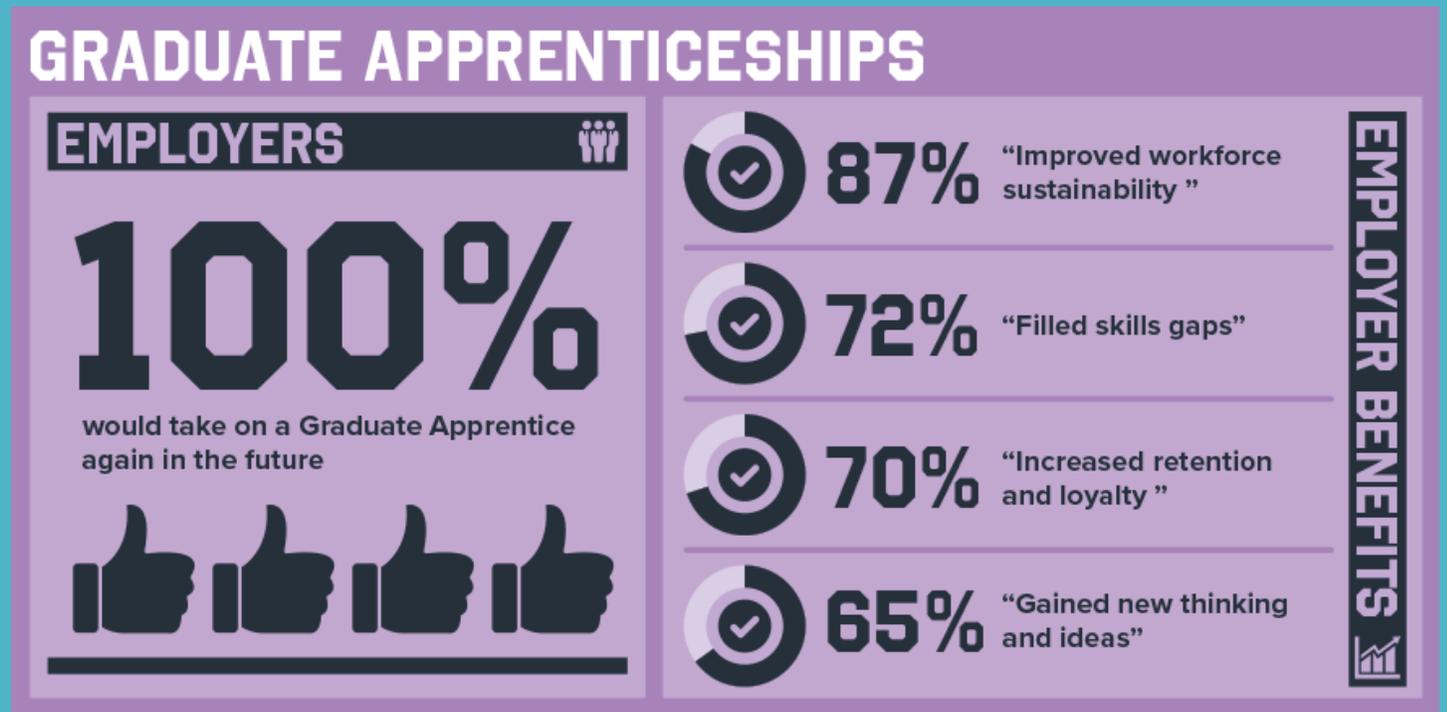
WHAT SUBJECTS DO THEY COVER?

Accountancy	Business Management	Civil Engineering*	Construction & Built Environment
Cyber Security	Data Science	Early Learning and Childcare	Engineering: Design & Manufacture
Engineering: Instrumentation, Measurement & Control	I.T. Management for Business	I.T. Software Development	*Project Management *Data Analysis



WHAT ARE THE BENEFITS?

- ✓ High level of academic and industry accreditation, combined with experience in the workplace.
- ✓ Suitable for new and existing employees
- ✓ Apprentices learn on the job, supported by Scotland's top Universities
- ✓ Develop and retain skilled graduates who understand your business
- ✓ Improve your productivity, morale, staff retention and quality of service.



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Next steps

FOUNDATION

STEP 1

Visit apprenticeships.scot/fa to see what's available and register interest.

STEP 2

A specialist will be in contact to find out what support you can offer.

STEP 3

You'll be referred to a local learning provider to work with.

MODERN

STEP 1

Visit apprenticeships.scot/ma and choose one to fit your needs.

STEP 2

Decide who your apprentice will be – new or existing employee.

STEP 3

Find a local training provider or college on apprenticeships.scot or apply to SDS for a contract to deliver Modern Apprenticeships.

STEP 4

Hire your apprentice – post your job vacancy for free on apprenticeships.scot

GRADUATE

STEP 1

Contact the university/college delivering the apprenticeship you want to offer or one an employee is interested in.

STEP 2

Discuss entry requirements and more details about delivery with university/college.

STEP 3

Place your job advert on apprenticeships.scot and receive applications.

STEP 4

Get help with the college/ university throughout the apprenticeship including help with interviews.

A man and a woman are standing in a server room. The man, on the left, is wearing a black polo shirt with a logo that says 'DMGSD INTERNATIONAL SUPPLY CENTRE', safety glasses, and a headset. He is gesturing with his hands as if explaining something. The woman, on the right, is wearing a black polo shirt, a high-visibility yellow safety vest, and safety glasses. She is looking at the man with an attentive expression. The background is filled with server racks, cables, and network equipment.

Skills
Development
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Skills for Growth

Building Scotland's Economy through Skills

Skills for Growth

Skills for Growth is a fully-funded service for businesses with between five and 250 employees.

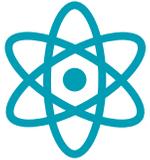
- ✓ You'll get up to two days worth of fully funded consultancy from Skills Development Scotland and our 4 partner suppliers.
- ✓ We'll work with you to understand your skills needs, create a detailed people plan and guide you to the right support.



Focus on... Skills for Growth 2021-23



Vision: Leading in skills development, we aim to inspire and enable employers to develop their workforce by placing skills first to build resilience and long term sustainability to grow their business and invest in the Scottish economy.



Framework

We now have 4 suppliers supporting Skills for Growth on an unranked framework.



Delivery

Skills for Growth can now be delivered both F2F and virtually.



Team

Encourage SMEs to think “**skills first**” through **skills analysis, workforce planning, and skills strategies** supporting business growth or resilience.



Digital

More support for businesses through our web channels.



Enhancements

Bespoke solutions for businesses including post Skills for Growth.

The benefits of Skills for Growth



Accessing work-based learning including apprenticeships



Recruitment and retention support



Culture, vision and values



Business planning and organisational structure



Accessing funding



Engaging education



Career planning and leadership development



Flexible Workforce Development Fund

SME route

- Eligible for up to £5,000
- Available to SMEs (250 or fewer employees)
- Levy-paying SMEs must choose 1 fund to access
- Delivered through College Network/Open University
- Must complete Training Needs Analysis
- Training delivered by colleges/Open University
- Further information is available from [Scottish Funding Council](#)

Levy payer route (colleges)

- Eligible for up to £15,000
- Available to Levy-paying employers (can only access 1 fund route)
- Delivered through College Network
- Must complete Training Needs Analysis
- Training delivered by colleges
- Can nominate up to 2 supply chain companies to benefit
- Further information is available from [Scottish Funding Council](#)

Levy payer route (SDS)

- Eligible for up to £15,000 grant contribution
- Available to Levy-paying employers (can only access 1 fund route)
- Administered through Skills Development Scotland
- Must complete Training Needs Analysis
- Training delivered by private providers
- Further information is available at [OurSkillsForce.co.uk](#) or by emailing fwdf@sds.co.uk

FWDF does NOT support provision of industry qualifications/training where there is a statutory obligation required by law.

Skills
Development
Scotland

THANK YOU

MAKING SKILLS WORK FOR SCOTLAND

Panellists:

Pilar Rodriguez	Programme Manager, Sustainable Energy Supply Chain, Energy Saving Trust
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Kathryn Hill	Employer Engagement Executive, Skills Development Scotland



Thank you for attending

- **Website:**
<https://energysavingtrust.org.uk/business/energy-efficiency/support-for-supply-chain/>
- **Email updates and quarterly newsletter subscription:**
bit.ly/2PSatKL
- **LinkedIn Group:**
[linkedin.com/groups/5139242](https://www.linkedin.com/groups/5139242)
- **Email:**
supplychainscotland@est.org.uk

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after the webinar has finished

