



ECITB Strategy 2023-25

Stakeholder consultation

April 2022



We are seeking your views on our new strategy

-  Are the challenges and opportunities facing industry that we have identified the right ones?
-  Are there any further opportunities we should consider?
-  Are the strategic objectives right? Which ones should we prioritise?
-  In what areas should we prioritise funding?

Leading Industry Learning: ECITB's strategy 2020-22

Achievements since 2020

Support for industry training

3,716

NEW ENTRANTS
SUPPORTED



£48m

OF TRAINING FUNDED



3,438

LEARNERS SUPPORTED ON
DIVERSITY AND INCLUSION TRAINING



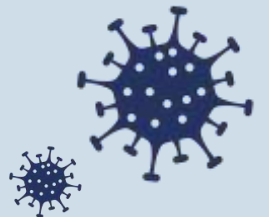
**OVER
500**

APPRENTICES, GRADUATES
AND TRAINEES RETAINED
DURING PANDEMIC



£5.1m

OF ADDITIONAL
SUPPORT FOR
INDUSTRY DURING
COVID-19



Achievements since 2020

Competence Assurance



48,000

**CCNSG SAFETY
CARDS ISSUED**



8,900

**CONNECTED
COMPETENCE DIGITAL
BADGES ISSUED**



15,500

**TECHNICAL
TESTS TAKEN**



454

**ECITB VOCATIONAL
QUALIFICATIONS
AWARDED**



Our current strategy: what we've delivered so far

Foundations

- Reviewed over 100 National Occupational Standards to ensure products meet industry needs
- Delivered over 50 new technical tests/qualifications
- Produced key labour market intelligence outputs, including the 2021 Workforce Census
- Raised over £2.5m in additional levy from new establishments since 2020
- Created new D&I training standards and grant funded D&I courses



Jack Beaty, of Fenelon Tanks, completed his level 3 apprenticeship as a Multi-positional welder in August 2021

Our current strategy: what we've delivered so far

Meeting current skills needs

- Over £12m in grant support for more than 2800 apprentices and graduates
- Delivered Train to Retain with a further 500 young professionals supported
- Launched Scholarship programme, 266 learners supported to date
- Progressed Connected Competence programme to support workforce mobility
- Kept training going through lockdown with £500k in direct funding to providers
- Accelerated online delivery of training during the lockdown



Hani, a Scholar at Richmond upon Thames College

Our current strategy: what we've delivered so far

Preparing for the future

- Produced net zero skills mapping and developed new Energy Transition courses
- Worked closely with Government on net zero, careers and technical education reforms
- Positioned the ECITB as key partner to North Sea, nuclear and offshore wind sector deals
- Grant supported digital skills training including the project data analytics pilot programme
- Expanded ECITB commercial footprint to offset overheads



Altrad UK using VR technology for classroom training

2021 Customer Satisfaction Survey

86% 

of employers feel that ECITB products and services are either very effective or effective in giving their employees new knowledge and skills

93% 

of employers are satisfied with the overall service provided by their account manager

76% 

of employers feel ECITB activities have been effective in supporting the retention and development of essential skills.

88% 

of employers are satisfied with the accessibility, quality and affordability of training

73% 

of employers agree that through the levy and grant system, the ECITB ensures training takes place that otherwise would not.

79% 

of employers feel the ECITB is contributing positively to government policy on skills

Developing the next 3 year strategy

Context: the big picture

**Global energy
crisis**



**Domestic energy
security**



**£650bn of UK
infrastructure projects**



**Net zero and
energy transition**



Business as usual activity – maintenance, shutdowns, turnarounds, offshore decommissioning, nuclear decommissioning

ECITB New Strategy Period

Strategic Horizon

2022

2025

2026

2027

2030

2035+

O&G development projects (e.g. Jackdaw, Rosebank, Cambo)

Sustainable aviation fuel refinery projects

Forties Pipeline Shutdown

New licensing round for oil and gas projects to be launched in Autumn

Government decision on funding options for Sizewell C

Hunterston B & Hinkley Point B to end power generation and start decommissioning

Reduce emissions from Oil & Gas by 10% (2018 baseline)

1GW of Hydrogen production capacity

Two CCUS clusters operational (HyNet & East Coast Cluster)

27.5 GW of UK offshore wind

Acorn cluster operational

Hinkley Point C operational, generating 7% of UK's electricity needs

Reduce emissions from Oil & Gas by 25% (2018 baseline)

Reduce emissions from Oil & Gas by 50% (2018 baseline)

10GW of hydrogen production capacity by 2030

50GW of offshore wind by 2030 - incl 5GW floating

25GW Scotwind offshore wind projects operating, including 14.5GW floating

CCUS capturing and storing 20-30 MtCO2 per year

Four CCUS clusters operational

6/7 of EDF's Advanced Gas-cooled Reactors (AGR) end power generation, now at various stages of decommissioning

£385mn investment in an Advanced Nuclear Fund to develop a Small Modular Reactor (SMR) and build an Advanced Modular Reactor (AMR) demonstrator

North Sea to become 'Net zero basin' by 2050

Additional green and pink hydrogen production tbc

Additional onshore and offshore wind capacity tbc

One CCUS cluster fully net zero by 2040

More nuclear (AMR and SMRs) to hit 24GW target by 2050

Sizewell C operational tbc

Oil and gas







CCUS

Hydrogen

Nuclear

Wind

Forecast labour demand (energy sectors)

		2020/21/22	2026	2030
 Nuclear	New build (HPC, Sizewell C, SMRs)	7,700	11,600	2,300
	Other (O&M, decommissioning)	40,300	33,200	26,700
	Total	48,000	44,800	29,000
 Offshore wind	OWIC scenario	15,200	40,700	29,000
	ONS scenario	10,100	27,000	19,300
	Average	12,650	33,850	24,150
 Onshore wind		4,700	6,900	8,370
 CCS		10,900	9,860	903
 Hydrogen (production, distribution and storage)		2,400	14,500	6,100
 Oil & Gas		27,000	22,200	15,000
Total		105, 650	132,110	83,523

Challenges and opportunities



Workforce drivers

- Filling vacancies for current and future projects
- Lack of diversity
- Attracting new entrants to the industry and retaining workers



Industry drivers

- Navigating the global operating environment
- Multi-paced transition to net zero
- Technological change



Training drivers

- Access to training – right place, right time, right medium
- Changing learner expectations
- Government policy changes

Our proposed strategy 2023-25

Strategy Pillars



Foundations

- Deliver industry-leading standards and competence assurance
- Fund high-quality training, enabled by the levy
- Produce impactful labour market intelligence
- Work in partnership with our customers and stakeholders
- Continuously improve how we work



Growing a skilled workforce

- Attract and develop the next generation
- Help employers retain and upskill a flexible and transferable workforce
- Champion diversity and inclusion
- Broaden access to training



Supporting industry in transition

- Prepare the workforce for Net Zero
- Identify emerging industry trends and longer-term skills needs
- Bridge the digital skills gap
- Evolve the remit of the ECITB to address the changing nature of industry

Our objectives

Our plans 2023-25

Deliver industry-leading standards and competence assurance

- Future proof standards for net zero, such as Small Bore Tubing and Mechanical Joint Integrity
- Ensure training standards support cost-effective and sustainable training activity
- Continue to promote collaborative behaviours through the Project Collaboration Toolkit

Fund high-quality training, enabled by the industry-wide levy

- Deliver up to £87m support for training over the next strategy period
- Increase the number of new employers paying the levy

Produce impactful labour market intelligence

- Improve the labour demand picture by developing a scenario-based model to identify workforce volume needs by project
- Update labour supply picture, including through a new workforce census exercise in 2024
- Collaborate with government and other partners to produce LMI encompassing allied sectors

Work in partnership with our customers

- Continue to drive collaboration with employers and providers, through working/steering groups such as ECITB PMSG, Innov8 and the Net Zero Network
- Develop collaborative partnerships with clients and the industrial clusters to leverage impact

Continuously improve how we work

- Evaluate ECITB training programmes and projects using high-quality evaluation techniques.
- External validation of our performance through customer surveys
- Boost data collection capabilities to inform decision making

Growing a skilled workforce



Our objectives

Our plans 2023-25

Attract and develop the next generation

- Develop a progressive training model for technicians and semi-skilled workers entering the industry.
- Continue to grant fund apprenticeships and graduates
- Develop and promote clear information on ECI career pathways
- Harness Government (local and national) schemes to grow volume

Support employers retain and upskill a flexible and transferable workforce

- Roll out site-based digital assessment for Connected Competence and secure mandate from operators.
- Extend Connected Competence from upstream oil and gas into other sectors
- Invest in higher education/developmental programmes for the existing workforce

Champion diversity and inclusion

- Publish ECITB diversity & inclusion action plan
- Improve the collection and monitoring of diversity metrics for ECITB training programmes
- Work with partners to widen the diversity of participation on ECITB new entrant schemes

Broaden access to training

- Increase provision of online and blended knowledge training to learners
- Develop a supply chain partnership model with key providers delivering a wide range of ECITB approved training
- From 2024, establish an ATP fund to support trainer development and equipment/facilities upgrades

Supporting industry in transition

Our objectives

Our plans 2023-25

Prepare the workforce for net zero

- Establish a Net Zero grant fund to support the acquisition of skills and experience for net zero among existing in-scope workers
- Position the ECITB a key skills delivery partner for the Industrial Clusters
- Continue to roll out ETLP, ETT and other net zero-related programmes

Identify emerging industry trends and longer-term skills needs

- Develop an industry and skills insights (ISI) model combining: skills forecasting to anticipate future skills needs ahead of time; supply and demand labour model to predict workforce volume requirements and mismatches by project and region
- Grow strategic and client engagement activities to maintain and enhance understanding of industry and sector-specific trends, and project developments

Bridge the digital skills gap

- Continue to provide grant funding for digital skills
- Enhance understanding of Industry 4.0 skills and ways of working requirements
- Embed the Digital Skills Passport into all ECITB new entrant programmes

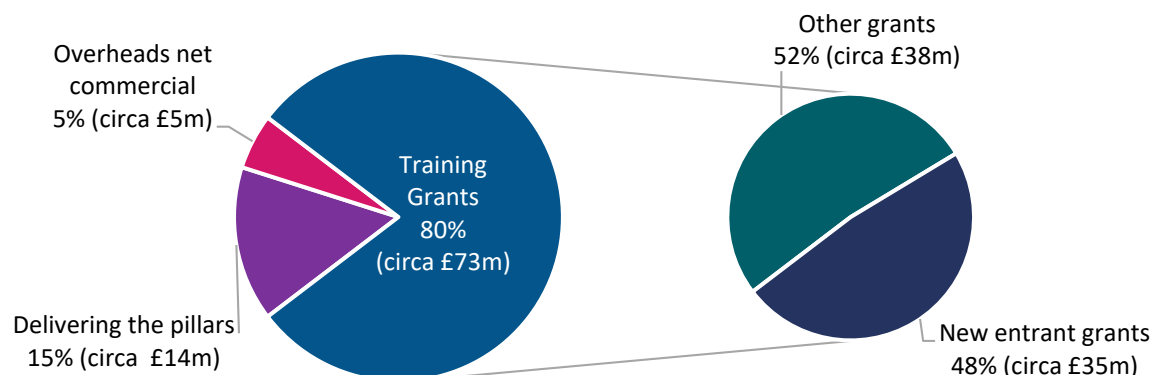
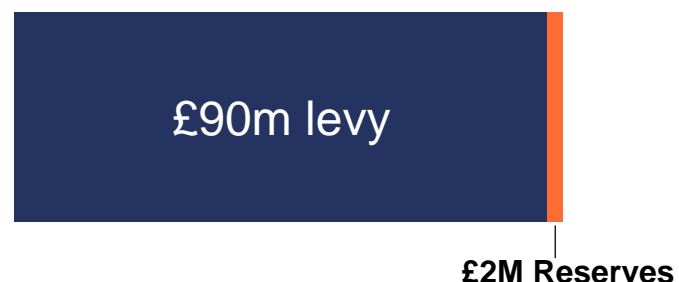
Evolve the remit of the ECITB

- Seek Government approval for a review of the ECITB Board Order 1991 to bring a wider range of industry activities into the scope of the ECITB

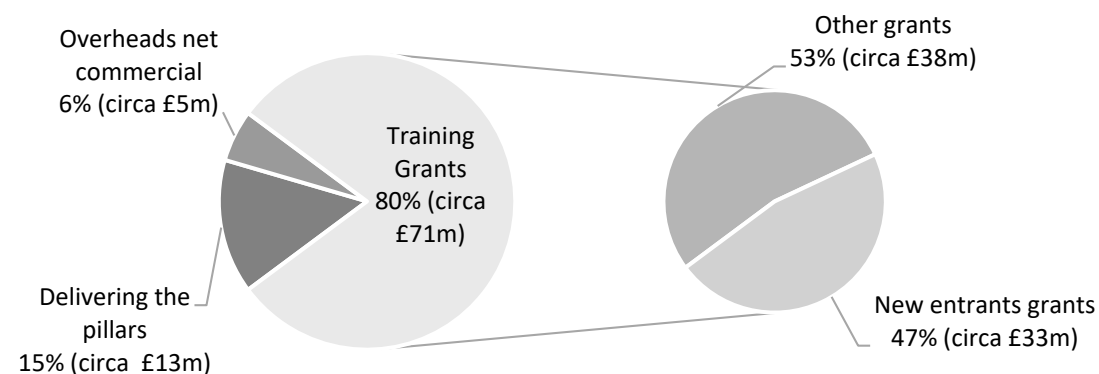
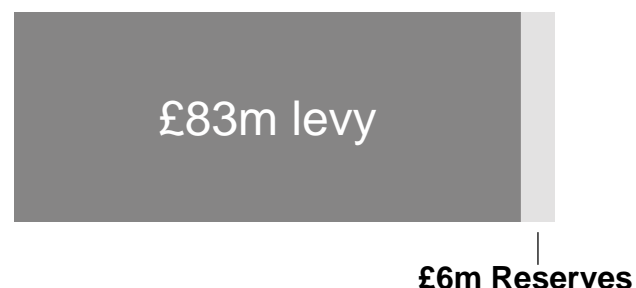
Financial context

How we propose to fund the strategy

**New
strategy
2023-25**



**Current
strategy
2020-22**



Summary, Discussion and Next Steps

In summary, our strategy aims to deliver these core outcomes:



- ✓ Inform industry and government decision making on skills with high-quality labour market intelligence
- ✓ Tackle skills shortages by broadening new entrant pathways
- ✓ Plug skills gaps by providing training solutions for net zero and digital skills
- ✓ Support industry to shift the dial on diversity and inclusion
- ✓ Make training more accessible through blended learning and provider support
- ✓ Deliver a safe and productive workforce through competence assurance programmes

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-  Are there any further opportunities we should consider?
-  Are the strategic objectives right? Which ones should we prioritise?
-  In what areas should we prioritise funding?

Next Steps

- We are keen to receive as much feedback on the proposed strategy as possible.
- Review our strategy consultation at www.ecitb.org.uk/strategy
- Please respond to the consultation via strategyreview@ecitb.org.uk by Friday 10th June
- We will review the feedback and incorporate your views into the final version of the strategy
- Consultation with levy payers on our proposed levy rates will take place in the autumn.

