Climate Emergency Skills Action Plan

Sustainable Scotland Network

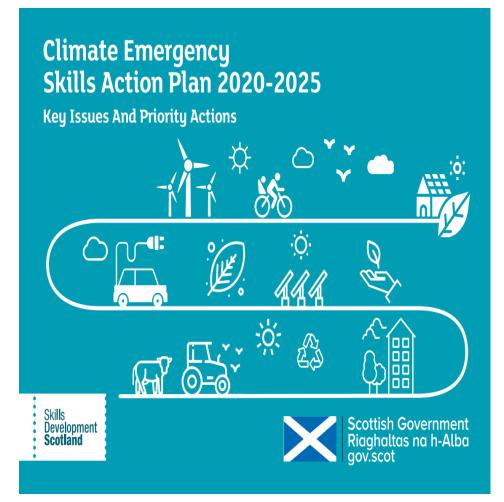


CESAP: Context and Purpose

- In response to the global climate emergency, Scotland has set ambitious targets to achieve net zero carbon emissions by 2045 – and 75% reduction by 2030
- SG published Climate Change Update in December 2020 setting out action to support a green recovery
- The Climate Emergency Skills Action Plan was launched alongside Scottish Government's Climate Change Plan update – setting out the challenge – and opportunity for the skills system



Development Process led by Skills Development Scotland



- Drew on the existing evidence base on the nature and scale of the long-term skills challenges.
- Identified likely breadth and depth of opportunities flowing from the net zero transition in sectors identified as key to the transition to net zero - oil and gas/energy transition, construction, low carbon heating, transport, manufacturing and agriculture and land use/management
- Identified immediate short-term, medium and long term actions required for the skills system to support the transition to net-zero and secure job opportunities in Scotland
- Informed by an Expert Group with a balance of Skills and Climate Change expertise

CESAP Priority Areas

Six priority areas each with a skills focus

- 1. Supporting a green labour market recovery from COVID-19
- 2. Building better understanding and evidence of future skills needs to support Scotland's transition to net zero
- 3. Developing the future workforce for the transition to net zero
- 4. Driving awareness and action to support reskilling and upskilling for the transition to net zero
- 5. Ensuring fairness and inclusion in the skills system as part of a just transition to net zero
- 6. Taking a collaborative approach to ensure a skills system responsive to changing demands



CESAP Key Messages

- The transition to net-zero will have a transformational impact on the Scottish economy and has the potential to create tens of thousands of well paid, highly skilled jobs over the next 20 years..
- But it will also be a significant disruptor it will be critical to achieve a 'Just Transition' so no-one is left behind.
- Seizing this opportunity we will require concerted and co-ordinated action from Government, Industry, Education and Funding Agencies, DYW, Schools
- The transition to net zero will require long term commitment from the skills system but there is also a pressing need to act now
- Predicting the future is challenging we need to have strong evidence on where the demand for skills will change <u>allied to</u> greater flexibility and agility to respond to change
- The transition to net zero will impact across all of Scotland we will need to have tailored approaches in place to capitalise on different regional opportunities



CESAP Implementation

- Implementation Steering Group established (inaugural meeting 15 March)
- Implementation Plan Themes and Interventions

Draft wording of Themes:

- >Inspiring and engaging young people
- Transitioning and upskilling Green Jobs Workforce Academy
- ➤Securing a pipeline of talent
- ≻Green Jobs Skills Hub
- Driving change in the skills system



Just Transition principles embedded throughout

Implementation Plan: Next Steps

- Further development and testing of the Implementation Plan themes and emerging interventions
- Identification of resource already in the system and gaps
- Priority actions for delivery in 2021/22 and lead delivery partners
- Approach to implementation e.g. potential for subgroups to drive specific workstreams
- Opportunities around COP26

