

Climate Emergency Skills Action Plan

Sustainable Scotland Network



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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



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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** allied to **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