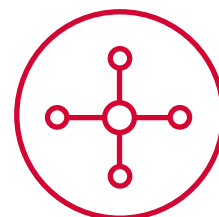




Llywodraeth Cymru  
Welsh Government

# Stronger, Fairer, Greener Wales: Net Zero Skills Action Plan

Actions we will deliver moving forward



# Areas of Action

## Our Approach

The Plan sets out this Government's commitment to net zero skills by investing in people, skills and talent as crucial drivers towards a stronger, fairer, greener economy. We will continue to ensure a partnership approach as we implement the Plan, drawing on our social partnership way of working. The status quo is not sustainable, and the plan is the first step in helping to guide difficult decisions on business investment and planning, with education providers and our public services. It should also help learners of all ages understand how the support they will receive is backed up by a skills systems and economy that is fit for the future.



### Sector Landscape

- › Undertake a public consultation on the sector specific skills requirements to inform a Skills Roadmap for each sector
- › Grow and strengthen the right skills sets for each sector
- › Publish Sector Roadmap to support skills development



### Understanding Net Zero Skills

- › Building a shared understanding of net zero skills
- › Awareness raising, information and opportunities
- › Sharing knowledge and good practices



### Skilled Workforce

- › Developing the Journey to Competence
- › Supporting our employers and our partners
- › Delivering new approaches to growing our skilled workforce



### Skills System Opportunities

- › Explore options to strengthen our skills system
- › Clarification on the skills offer
- › Harnessing links with Industry to support knowledge transfer



### Young People and Early Years

- › Understanding careers opportunities and options
- › Sharing good practice models for school and employer programmes



### Partnership Approach

- › Continue our collaborative approach with our partners and stakeholders
- › Establish new dynamic working groups to deliver and embed change



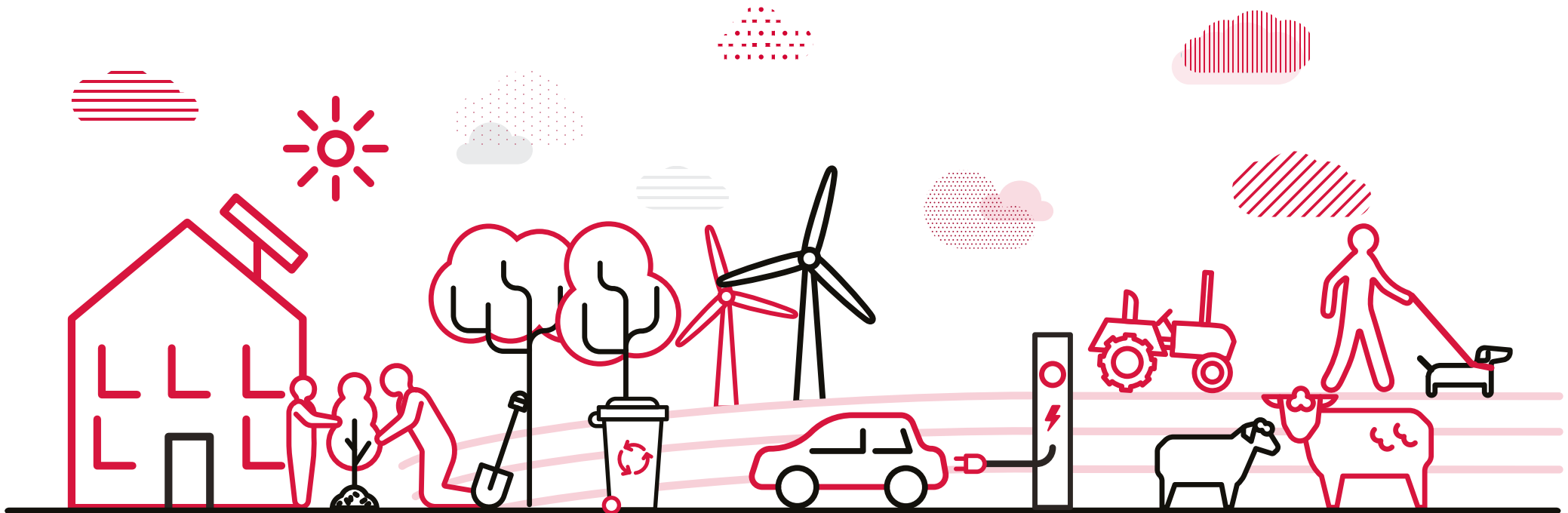
### Just Transition Approach

- › Driving forward positive actions to ensure no one is left behind
- › Learn and adapt to new approaches based on evidence and research
- › Embed Cross cutting themes throughout the plan's delivery



# Sector Landscape

No.	Action	Timescale
1.	Undertake a public consultation on the sector specific skills requirements. This will set out the detailed skills position for each sector in Wales, what skills are needed in the short, medium and long term and how to achieve this through continued partnership working. The outcome of the consultation will support the development of a skills Roadmap.	Short term – Spring 2023.





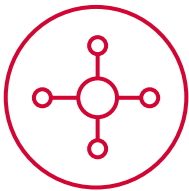
# Understanding Net Zero Skills

No.	Action	Timescale
2	Develop a shared understanding of what net zero skills are and provide advice and guidance to our stakeholders to enable them to develop policies, communications, Labour Market Intelligence and ensure consistent messaging. The Office for National Statistics (ONS) undertook a consultation on defining a net zero job. The ONS is publishing the definition by the end of the financial year 2022/23, which will inform the definition for Wales and support how the Welsh Government will measure the impact of this Plan.	<i>Short term</i>
3	Build upon existing research, statistics, surveys and identify gaps and trends in representation to develop Labour Market Intelligence for net zero skills. Explore options to share Labour Market Intelligence with key stakeholders, delivery organisations, trade bodies, training providers, schools and employers to support the actions that build a shared understanding of the immediate and future skills requirements.	<i>Short to medium term</i>
4	Work with Regional Skills Partnerships to implement the actions and recommendations within their Employment and Skills Plan 2022–25.	<i>Short to medium term</i>
5	<p>Work with key partners to explore the best platform to share knowledge, sign posting opportunities, information and bring together the offer of net zero skills and jobs in Wales to support industry, employers and learners. This will include:</p> <ul style="list-style-type: none"> <li>• defining Net Zero skills</li> <li>• sectors and their ambitions to achieve net zero</li> <li>• qualifications and training courses</li> <li>• jobs and career opportunities</li> <li>• career options and journey to competence</li> <li>• regional support</li> <li>• skills package of support</li> <li>• net zero skills network to enable everyone to be part of the conversation and have their views heard.</li> </ul>	<i>Short term</i>
6	Share good practices and celebrate success from employers, learners and our delivery partners by developing case studies across all sectors to support other employers or learning organisations to gain net zero skills.	<i>Ongoing</i>
7	Support the Call for Evidence, delivered as part of our Net Zero Team Wales approach (published in December 2022), which aims to further understand the impacts and opportunities across our decarbonisation pathways to 2050. The outcome of which will build further evidence and inform the future development of net zero skills with our key stakeholders.	<i>Short term</i>



# Skilled Workforce

No.	Action	Timescale
8	Develop a roadmap setting out the current detailed skills position for each sector in Wales, what skills are needed in the short and longer term and how this will be achieved through continued partnership working. This will include dependencies between sectors and their supply chains.	<i>Medium term</i>
9	<p>Develop a Journey to Competence (progression pathways to demonstrate career options) for each occupation and for new and transitioning jobs in each sector, working with industry and partner organisations. The pathways will outline what qualifications are needed throughout the progression journey to become competent in an occupation, for example a plumber or electrician. This will include entry level requirements, short and longer qualifications and courses.</p> <p>The Journey to competence will ensure the right qualifications are delivered to meet industry needs. It will help provide clear options to enable individuals to make an informed career choice for net zero occupations, which could also support addressing stereotypes. We will work with Careers Wales and Working Wales, Qualifications Wales and National Occupational Standards to take this forward.</p>	<i>Short to medium term</i>
10	<p>Work with employers and their representative bodies by helping them understand the benefits and impact of net zero qualifications and skills on their business by:</p> <ul style="list-style-type: none"> <li>• providing clear information on our skills package and support options to upskill or reskill individuals ensuring they access the right opportunities or provision to successfully aid their career path</li> <li>• exploring options to develop an employer mentoring programme for employers to advise and support other employers on net zero skills to help grow and change their business</li> <li>• understanding the barriers employers face and actions that could be developed to enable them to release staff to undertake the training.</li> </ul>	<i>Short to medium term</i>
11	Work with Business Wales to inform their enhanced information, guidance and support that helps businesses reduce their carbon emissions and adapt to the impacts of climate change.	<i>Short term</i>
12	Deliver the £2m Net Zero Personal Learning Account pilot that has been established over a 2-year period to support individuals to either upskill or re-skill in sectors demanding high levels of net zero skills. The pilot will target training and qualifications to support the development of a skilled workforce and the transition to net zero. It will also promote women to take up net zero skills in the agreed sectors. Delivered through our college network the sectors supported are construction, energy, engineering and manufacturing.	<i>Short to medium term</i>
13	Continue to engage with the Wales TUC and their newly appointed green representatives and learning representatives on the development of net zero skills. Trade Unions play an important role in supporting employers to achieve our net zero commitments and support and grow skills in the workforce.	<i>Ongoing</i>
14	Look for opportunities where net zero skills will support the Innovation agenda and the climate and nature mission. Innovation is crucial to ensure we maximise our investment across Wales and deliver the fundamental changes needed for our workforce to meet our net zero commitment.	<i>Medium to long term</i>
15	Continue to learn from outside Wales and bring good practice back into Wales' workforce, careers and education. Skills Competitions provides us with a benchmarking tool against which we can base our improvements and enables us to absorb new techniques and industry practice rapidly, supporting the growth of a highly skilled workforce.	<i>Ongoing</i>



# Skills System Opportunities

No.	Action	Timescale
16	<p>Explore options to strengthen our skills system and make it more flexible, responsive and stronger. Create greater alignment between Higher Education, Further Education, Apprenticeships and the employability programmes to meet industry needs as they transition to net zero, including:</p> <ul style="list-style-type: none"> <li>a) Review the content of apprenticeship frameworks and pathways with a focus on developing and adapting those apprenticeships supporting our net zero and sustainability goals. Commissioned industry experts will advise on enhancing our current apprenticeships to ensure that they meet the needs of the employers within the growing green economy; and creating new apprenticeships to reflect future occupations.</li> <li>b) Work with the employability programmes to ensure investment in net zero qualifications and skills meet industry requirements.</li> <li>c) Work with Further Education and industry to explore options to develop and embed entry requirements for net zero short courses/qualifications. This will achieve the right level of competency standards for new and emerging skills to directly meet industry need.</li> <li>d) Seek opportunities to work with Further Education and Higher Education to explore regional skills academies/centres for excellence within sectors.</li> <li>e) Build on mapping provision to identify the net zero skills offer across Wales in all key sectors, including Further Education, Higher Education, Employability, Apprenticeships, local authorities and key delivery partners.</li> <li>f) Stimulate demand within schools and colleges for provision/qualifications to ensure the engagement of learners to take up these opportunities is maximised and occupational stereotypes are challenged to enable a skilled diverse workforce for the future.</li> <li>g) Review and evaluate the initial delivery of the eModule to Level 3 vocational learners in Further Education colleges to enable appropriate adjustments to the content for rollout in September 2023.</li> </ul>	<p><i>Short to long term</i></p> <p><i>Short to medium term</i></p> <p><i>Ongoing</i></p> <p><i>Short to medium term</i></p> <p><i>Medium to long term</i></p> <p><i>Short term</i></p> <p><i>Ongoing</i></p> <p><i>Short term</i></p>
17	<p>Ensure the outcomes and evidence of the Plan will feed into the Vocational Qualifications Review, which has been established to reform qualifications and expand the range of 'Made for Wales' vocational qualifications and the Qualifications Wales Sector Reviews.</p>	<p><i>Short to medium term</i></p>
18	<p>Continue to strengthen the linkages between the National Occupational Standards, Qualifications Wales and our skills system, building on the recommendations of the NOS strategy for 2022 and beyond.</p>	<p><i>Ongoing</i></p>
19	<p>Ensure that any learning from the Knowledge Transfer Scheme is shared and its impact evaluated. It is important that any masterclass, research project or any other format of learning undertaken as a result of the Knowledge Transfer funding will lead to the development of new pathways and programmes at a higher level.</p>	<p><i>Short term</i></p>



# Young People and Early Years

No.	Action	Timescale
20	Work with our partners to promote engagement between schools, learners and employers to build confidence and knowledge of the world of work, and support learners to make informed choices about their careers and their futures.	<i>Short to medium term</i>
21	Support young people and early years to achieve their potential by making informed career choices by: <ol style="list-style-type: none"> <li>Working with Careers Wales, Working Wales, Further Education, Higher Education and industry experts to develop skills progression pathways to support careers advice and guidance for learners to provide clear career choices for net zero skills.</li> <li>Continuing to support and engage with children and young people via events and school sessions providing direct links with Ministers and officials.</li> <li>Working closely with young people and schools to make sure our messages are helpful and engaging and provide useful opportunities for their feedback in relation to net zero skills.</li> <li>Providing opportunities to feed into the net zero skills development online questionnaire, workshops etc.</li> <li>Linking with teachers to understand what they are hearing from young people and what support they need in relation to net zero skills</li> <li>Challenging occupational stereotypes.</li> </ol>	<i>Ongoing</i>
22	Source evidence from schools that have engaged effectively with employers and industry, engaging pupils in net zero skills and seek opportunities to share good practices across Wales.	<i>Short term</i>
23	Continue to work collaboratively with the 21st Century Schools Programme to identify skills gaps and seek innovative opportunities to meet these requirements, which will inform future skills needs and engage our young people in net zero skills.	<i>Short term</i>
24	We will learn from and work with sectors to embed the identified skills outcomes from Skills Competitions. Learning from these outcomes will provide a useful driver to support skills development. Competitions are based on the needs of each of the sectors that are 'represented' in the competitions. New to this year's competition portfolio will be the Renewable Energy sector including a Green Renewable element linked to the land-based sector".	<i>Ongoing</i>
25	We will work with Education colleagues to consider how the Curriculum for Wales is developing digital skill competencies for our future workforces.	<i>Ongoing</i>
26	Ensure the new curriculum provides young people with opportunities to learn about net zero and does not reinforce existing inequalities.	<i>Long term</i>



# Partnership Approach

No.	Action	Timescale
27	Explore ways in which cross-government policies can better emphasise on the impact of skills at the development and review stage, particularly those that directly support or impact on net zero targets.	<i>On going</i>
28	Establish an external Net Zero Skills Communication Group to drive a consistent approach. The Group will support consistent messaging and language, understand relevant labour market intelligence and undertake information sharing.	<i>Short term</i>
29	Provide an active role in the Four Nation Net Zero Working Group to promote a joined-up approach, share good practice and learn from across the nations.	<i>Ongoing</i>
30	Work with the Climate Change young people groups to: <ul style="list-style-type: none"> <li>• support and engage with children and young people via events and school sessions providing direct links with Ministers and officials</li> <li>• work closely with young people and schools to make sure our messages are helpful and engaging and provide useful opportunities for their feedback</li> <li>• provide opportunities to feed into the net zero skills development via an online questionnaire, workshops etc</li> <li>• link with teachers to understand what they are hearing from young people and what they need support in.</li> </ul>	<i>Ongoing</i>
31	We will maintain our strong partnership approach during implementation, working with industry, Trade Bodies, delivery partners, Learning providers, key stakeholders such as Federation of Small Businesses and Confederation of British Industry, and equality experts.	<i>Ongoing</i>
32	We will work with our key delivery partners (including Careers Wales, Working Wales, Trade Unions, Qualifications Wales, provider networks and stakeholders) to ensure net zero skills are fully considered when developing strategies, policies and sector reviews.	<i>Ongoing</i>







# Just Transition Approach

No.	Action	Timescale
33	Consider the evidence, insight gathered and recommendations of the Mainstreaming Equality and Just Transition project, prepared by Cardiff University. Develop appropriate actions or undertake further research and consultations based on the findings.	<i>Short to medium term</i>
34	With local authorities and other partners, build on the success of our community employability programmes, to continue delivering intensive support to our priority groups in their communities. Priority groups include Black, Asian and minority ethnic groups, (including migrants), disabled people, those with a learning disability, women, lone parents, carers, young people and older workers.	<i>Short to medium term</i>
35	Continue to take positive action to drive forward a culture of change on the apprenticeship programme, employability programmes, Higher Education and Further Education to ensure it is accessible to a diverse range of learners.	<i>Short term</i>
36	Draw on the social partnership approach to fully understand the equality challenges and focus on the work we need to do collectively, to achieve a fair and equitable labour market in Wales.	<i>Short to medium term</i>

