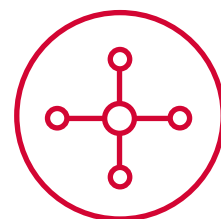




Llywodraeth Cymru
Welsh Government

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

Creating and developing a skilled workforce is key to delivering the Optimised Retrofit programme





Creating and developing a skilled workforce

The [Net Zero Skills Action plan](#) was launched on 28 February 2023. It was developed in collaboration with over 200 stakeholders across all sectors in Wales, linking to a wide range of policy areas. The document aligns to the Net Zero Wales (Carbon 2 budget – which included the action to publish such a plan.

The Plan is an important first step in understanding the role of skills in making a just transition to net zero. The challenge to meet our net zero commitment is huge and our future skills needs will require a collaborative approach across the whole economy.

The plan has helped us gain a picture of the net zero skills landscape against the 8 emission sectors set out in [Net Zero Wales](#). The Plan prioritises 7 key areas and contains 36 actions.

Residential Buildings and Electricity and Heat Generation are two of the eight emission sectors and the plan outlines the pressures and demands facing these sector as a whole. Work in supporting and developing the skills needs for the current and future workforce is ongoing and a wide range of training programmes already broad range of skills and competence needs of this sector.

Workforce planning is a key tool to delivering a successful and equipped workforce with help and support available here: [Workforce Planning | Business Wales Skills Gateway \(gov.wales\)](#)

What training options are available?

[Net Zero Skills | Business Wales Skills Gateway \(gov.wales\)](#)

Current training and learning opportunities include:

- **Higher & Further Education**
9 Universities and 16 colleges provide engineering and wider net zero qualifications.
- **Apprenticeships**
Supporting learning in businesses of all sizes across 24 sectors.
- **Personal Learning Accounts (PLAs)**
Training for employed individuals in new skills with courses delivered in colleges across Wales.

A **Green PLA pilot** was launched in the Autumn of 2022 aimed at delivering targeted short training / upskilling options that provide fully funded training for individuals in green skills – including heat pump installer training, energy assessments, retrofit assessors and advisors.

[Stronger, fairer greener Wales: net zero skills | GOV.WALES](#)

- **Employability Programmes**
Helping to increase employability with support and guidance for work-related challenges, training, upskilling, and new careers.
- **Adult and community learning**
Accredited and non-accredited learning to develop new skills and improve health and well-being.

Welsh Government can support 50% of your training costs through the **Flexible Skills Programme (Flexible Skills Programme | Business Wales Skills Gateway (gov.wales))**. We will be launching a net zero element shortly, which will support businesses upskill their staff in net zero skills across our 8 emission sectors.

The ORP Skills & Training Map aims to provide a clear outline of qualifications and training opportunities across Wales that are available to support retrofit requirements.

Industry leaders, sector bodies, employers and stakeholders have helped build this comprehensive list. On-going developments in technologies and test and learn programmes such as the Optimised Retrofit Programme mean that this map will evolve and develop over time.

There are a range of manufacturer or ‘other’ training routes available that are also supporting the sector. They can be an option and should be considered as they provide a valuable range of complementary skills and training options. Higher Education Institutes in Wales also offer and are supporting a wider range of net-zero skills needs and developments, including retrofit.

[skills & training map – whole house approach in wales \(gov.wales\)](#)

Help and Advice

Business Wales

Provide fully funded impartial information, advice, guidance and support.

[Business Advice and Support | Business Wales \(gov.wales\)](#)

Regional Skills Partnership's

[Regional Skills Partnerships | Business Wales Skills Gateway \(gov.wales\)](#)

There are four regional skills partnerships who take a proactive role in analysing skills needs and work with stakeholders to address current and emerging issues. Working closely with these partnerships provides a contact point to help shape and feedback skills and training related issues in the regions.

Further Education Network

The college network operates pan-Wales and are taking a proactive approach to addressing these new and emerging skills as well as developing bespoke tailored training solutions. Making contact with your local or regional colleges is a useful approach to help you plan and deliver your training needs.

Designated Business Development functions, employer advisors and employment bureaus are just a few of the options available.

For contact details see:

[skills & training map – whole house approach in wales \(gov.wales\)](#)

