

# Energy Transition Skills



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Making skills work for Scotland

# Energy Sector: Offshore Energy Demand



It is estimated **13,500 people** in Scotland will be required to meet the **replacement demand** of the sector by 2031<sup>1</sup>



**80,000 people** are set to retire or leave the UK sector by 2035.<sup>2</sup>



**100,000 people** required to offset natural attrition and support growth in the transition<sup>2</sup>



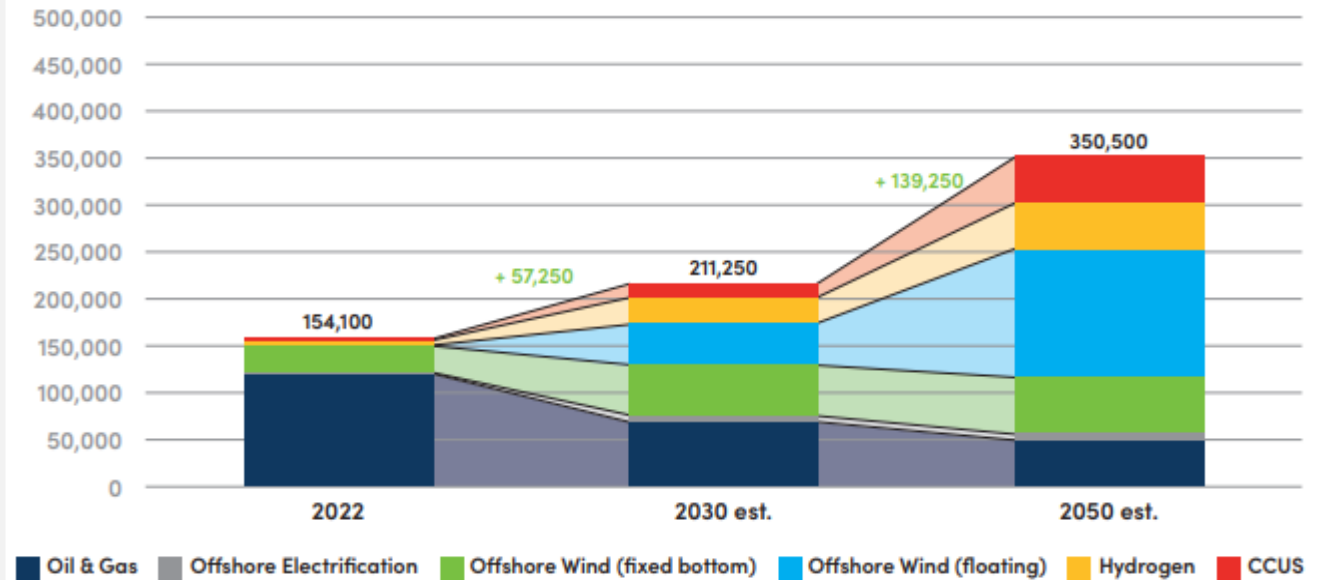
To realise UK Energy ambition, the UK Offshore energy sector will **need 130,000 additional people by 2035** - 40,000 of those are **new jobs**<sup>2</sup>



**90%** of the UK's oil and gas workforce have **skills transferability** to adjacent energy sectors<sup>2</sup>

## Offshore energy sectors

2022 to 2050 Jobs Estimates by Sector – Direct & Indirect Employment



**Figure 3: NSTD Integrated People and Skills Strategy 2022**

# Energy Sector: Skills Challenges and Solutions



## Energy Skills Challenges

- Knowing the unknowns
- Understanding the required skills
- Filling the skills gaps
- Forecasting job numbers & timings
- Attracting new entrants



## Energy Skill Solutions

- Demand-led
- Industry input
- Collaboration
- Coordination
- Early engagement



## Case Study Example



National  
Energy  
Skills  
Accelerator