# OffshoreWind IndustryCouncil

# Offshore Wind Skills Intelligence Model Report
## SUMMARY – February 2021

renewableUK

The National Skills Academy
RAIL

opergy group

# Introduction

This report provides a snapshot of the **UK Offshore Wind workforce for 2020**.

It summarises an extensive People & Skills Survey exercise across the UK sector, which has been input into a **Skills Intelligence Model** to allow further analysis to the delivery of the UK Offshore Wind Sector Deal.

The following organisations have supported this summary report:

- **RenewableUK:** People & Skills sponsor for Sector Deal, and provision of Project Intelligence and Jobs Forecasting.
- **National Skills Academy for Rail:** developers of the Skills Intelligence Model.
- **Opergy Group:** delivering industry and supply chain engagement, data analysis and reporting.

# Offshore Wind Sector Deal

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## Sector Deal – People & Skills Headlines

- Increasing to **27,000 direct jobs by 2030**, up from c.15,000 today, supporting at least 60,000 total jobs in the sector.

- **33% women** in offshore wind by 2030 (up from 18%) with ambition to reach 40%

- **9% BAME employees** in offshore wind by 2030 (up from c.5%) with ambition to reach 12%

- **2.5%** of employed workforce from/on apprenticeship schemes by 2030

- Supporting transition training for former **military** personnel

- Developing an **'Offshore Energy Passport'** to facilitate greater job-mobility between offshore industries

- Audited more than **60 apprenticeship standards & frameworks**

# Research Methods

**Step 1 INDUSTRY SURVEY**
- Survey to offshore wind industry, collecting detailed workforce data
- All responses checked and uploaded to Skills Intelligence Model

**Step 2 EXTRAPOLATED WORKFORCE FOR TODAY**
- Using robust extrapolation formula, ratios, and government multipliers, estimate the total current workforce

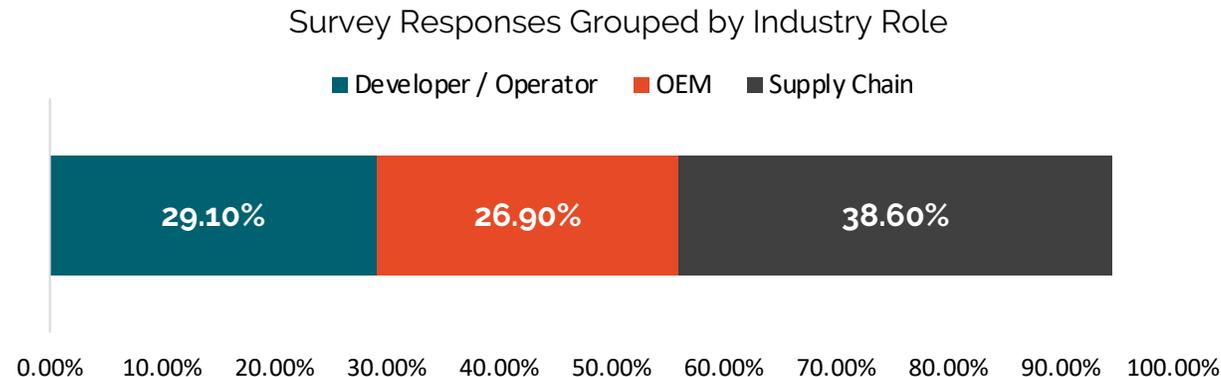**Step 3 FORECAST WORKFORCE DATA FOR TOMORROW**
- Drawing from RenewableUK's Project Intelligence Database and insights from the Industry Survey, forecast the future workforce requirements based on investment levels.

# Industry Survey

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A significant campaign to engage the offshore wind industry was undertaken through H2, 2020. Of more than 500+ companies identified and approached, **85 detailed responses** were received from a broad range of developers, operators, OEMs, and supply chain firms.

**11,365 specific jobs are identified**, with varying levels of response on gender, ethnicity, or employment status.

*Note: all survey responses are GDPR compliant with non-identifiable personal details being captured, analysed and recorded.*

### Survey Responses Grouped by Industry Role

■ Developer / Operator   ■ OEM   ■ Supply Chain

| 29.10% | 26.90% | 38.60% |
|---|---|---|

0.00%   10.00%   20.00%   30.00%   40.00%   50.00%   60.00%   70.00%   80.00%   90.00%   100.00%

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1. Data Collection

2. Today's Workforce

3. Tomorrow's Workforce

Analysis and Presentation

# Offshore Wind Job Roles

- 5 Job Role Groups and 25 Sub-groups have been designed to standardise reporting of how offshore wind jobs are structured.

- These have been tested with skills professionals and industry practitioners to ensure a robust approach.

- Skills levels are assumed for England, but translatable for Devolved Administrations.

- For the purposed of this report, all job titles and roles identified through survey entries have been classified against these roles.

| Role Groups | Role-Sub Groups | Skill Levels |
|---|---|---|
| **Management** | Leadership | Skill Level 7+ |
| | Management Corporate | Skill Level 6 |
| | Management Operational | Skill Level 6 |
| **Technical / Professional** | Technical | Skill Level 6 |
| | Professional | Skill Level 7+ |
| **Corporate Services** | Corporate Services HR | Skill Level 6 |
| | Corporate Services IT | Skill Level 5 |
| | Corporate Services Finance | Skill Level 5 |
| | Corporate Services Legal | Skill Level 7+ |
| | Corporate Services General | Skill Level 4 |
| | Corporate Services Administration | Skill Level 2 |
| **HSEQ** | Health & Safety | Skill Level 5 |
| | Quality | Skill Level 5 |
| | Environmental | Skill Level 5 |
| **People Development** | People Development & Skills | Skill Level 5 |
| | Graduate | Skill Level 5 |
| | Trainee | Skill Level 3 |
| | Apprentice | Skill Level 3 |
| **Commercial** | Sales & Marketing | Skill Level 5 |
| | Commercial | Skill Level 5 |
| | Procurement | Skill Level 5 |
| **Skilled Manual** | | Skill Level 4 |
| **Semi Skilled Operative** | | Skill Level 3 |
| Not Provided | | Not Provided |
| Other | | None |

# Skill Levels Framework

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Skill levels are determined by:
- Regulated Qualifications Framework England and Northern Ireland (RQF),
- Credit and Qualifications Framework for Wales (CQFW), and
- Scottish Credit and Qualifications Framework (SQCF)

*Note: For the purposes of this report, all Skill Levels are referenced as RQF.*

| Framework | RQF / CQFW Level | SQCF Level | Example Awards |
|---|---|---|---|
| Secondary / Further Education | Level 1 | 4 | GCSE grade D-G<br>BTEC at level 1<br>OCR Nationals Functional Skills at level 1 |
| | Level 2 | 5 | GCSE grade A* - C<br>NVQ Level 2<br>BTEC at Level 2<br>Functional Skills at level 2 |
| | Level 3 | 6 | AS/A Level<br>NVQ Level 3<br>BTEC at Level 3<br>OCR Nationals |
| Framework for Higher Education Qualifications | Level 4 | 7 - 8 | Certificate of Higher Education<br>BTEC Diploma and Advanced Diploma at Level 4<br>City & Guild Licentiate<br>Higher National Certificate (HNC)<br>Diploma in Teaching in the Life Long Learning Sector (DTLLS)<br>Level 4 NVQ |
| | Level 4&5 Combined | | Senior Command, Leadership & Management Courses |
| | Level 5 | | Foundation Degree Diploma of Higher Education<br>BTEC Diploma and Advanced Diploma at Level 5<br>Higher National Diploma (HND)<br>Individual University Modules at Level 2** (e.g. through Open University) |
| | Level 6 | 9 - 10 | UK Bachelors degree |
| | Level 7 | 11 | UK Masters Degree<br>Postgraduate Certificate<br>7 Enhanced Diploma |
| | Level 8 | 12 | Doctorates |

# Direct vs Indirect Jobs
## *Definitions*

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**Direct employment:** refers to a FTE that is directly involved in the Manufacturing, Development, Construction, Operation and Maintenance of an offshore windfarm, including Engineering, Procurement, Construction, and Installation of any of the wind farm's finalised kit: Turbines, Foundations, Substations and Cables.

*When an organisation is involved in both direct and indirect work, we include it in the category (direct or indirect) in which the company has the biggest contract (or biggest project in MW).*

**Indirect employment:** refers to employment in industries that supply and support the core activities of offshore wind renewable energy deployment. Usually, these workers do not consider themselves as working in renewables; they produce steel, plastics, or other materials, or they provide financial and other services. These industries are not directly involved in renewable energy activities but produce intermediate inputs along the value chain of each renewable energy technology (RET). A review of employment factors available in the literature indicates that the inclusion of indirect jobs typically increases overall job numbers by anywhere from 50% to 100%.

*The ratio for indirect/direct employment used in this analysis is 0.83. This means that adding indirect jobs to the total direct jobs estimated will increase the overall job number by 83%.*

**Self-employed:** Self-employed people are those who define themselves as working for themselves, rather than receiving a wage or salary from an employer. They are therefore not included in the census data we collected from various offshore wind organisations as part of this analysis.

According to the ONS *Labour Market Economic Commentary* from May 2019, the construction sector has the highest share of self-employed workers in the secondary industry while administration and support services are the highest in the tertiary industry. For this reason, this analysis focuses on workers from these two sectors only. The ratios for self employed used comes from the "self-employment analysis by NUTS1 2019" published by the ONS in 2020 using their 2019 *Annual Population Survey*.

IRENA definition used in *Renewable Energy and Jobs*, Box 2.2 key definitions: Employment factors, p.41, 2013.

From *Economic impacts of the UK offshore wind sector: Scenarios for the Sector Deal*, Vivid Economics, March 2018: "Indirect jobs were estimated by multiplying the total number of jobs supported in the offshore wind sector by a jobs multiplier of 0.83, as recommended in Centre for Economics and Business Research (2012)".

https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/selfemploymentbynuts1region

# Assumptions & Method

## Future Workforce Assumptions

- Using the level of investment (CAPEX, DEVEX, OPEX per year) estimates for 2020 and the jobs estimate for 2020, we determine an index for the year.

- Using the investment projected per year, calculated using the capacity coming online over the next 15 years, we can project the level of jobs supported per year.

- Self-employed data only includes employees who register as self-employed and does not include contracted workforce from temp or recruitment organisations, these are assumed to be accounted for within the survey data already.

- Using the ONS figures from 2019 and quick surveying with the biggest tier 1 construction organisations within our sector, we evaluate that on average 57% of the total workforce in Construction services is self-employed, while 33% of the total workforce in administration services is self employed in the UK. The data provided by the ONS is split in regions so we can apply the corresponding ratio to the corresponding job roles in each region from our survey:

| Admin and support services | Ratio Self/Employed |
|---|---|
| North East | 0.25 |
| North West | 0.27 |
| Yorkshire and The Humber | 0.30 |
| East Midlands | 0.33 |
| West Midlands | 0.38 |
| East of England | 0.43 |
| London | 0.29 |
| South East | 0.44 |
| South West | 0.49 |
| Wales | 0.29 |
| Scotland | 0.26 |
| Northern Ireland | 0.26 |

Source: ONS, Self Employment by NUTS1 2020

| Primary production, utilities, construction | Ratio Self/Employed |
|---|---|
| North East | 0.39 |
| North West | 0.55 |
| Yorkshire and The Humber | 0.47 |
| East Midlands | 0.53 |
| West Midlands | 0.62 |
| East of England | 0.53 |
| London | 0.67 |
| South East | 0.65 |
| South West | 0.66 |
| Wales | 0.65 |
| Scotland | 0.30 |
| Northern Ireland | 0.79 |

Source: ONS, Self Employment by NUTS1 2020

Testing these figures with industry, we decided to apply this ratio to the relevant construction and administration roles which we collected through our survey, separating for direct and indirect roles using the 0.83 multiplier. We find an extra 3,692 offshore wind workers self employed in the various UK regions, working in administrative or construction/engineer jobs.

| Self-employed jobs | All | Direct | Indirect | Ratio |
|---|---|---|---|---|
| Admin and support | 612.20 | 402.25 | 209.94 | 0.52 |
| Engineering and construction | 3,079.31 | 2,561.73 | 517.58 | 0.20 |
| TOTAL | 3,691.50 | 2,963.99 | 727.52 | 0.25 |

**RESULTS.** Adding the total jobs from our survey sample estimates and our self-employed estimates from the ONS ratios, the total number of estimated workers in the offshore wind industry is 26,093 of which 15,205 direct employed.

# Companies

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Below highlights the contributing companies providing detailed survey responses into the Skills Intelligence Model.

- 4C Offshore
- Armech Solutions
- ASCO UK Ltd
- Aspect Land & Hydrographic Surveys Ltd
- ATKINS
- Ayrshire College
- Borders College
- Burntisland Fabrications Ltd
- C&S Offshore Services
- Computer Service Centre
- Core Oil & Gas
- DeepOcean
- Deutsche Windtechnik Ltd
- DM Fabrication Ltd
- Dumfries & Galloway College
- Dundee & Angus College
- Durham University
- Earth Stream Global
- East Coast College
- ECITB
- EDF Renewables
- EEEGR

- Equinor
- Facilitating Change
- Fife College
- Frontera Enterprise
- Furthermore Marketing
- Global Energy Group
- Green Tech Investment Partners AS
- Halpin Consulting Ltd
- Harry Maiden Ltd
- Innogy
- Inosys
- ITC Hydraulic Service Ltd
- James Fisher
- JDR Cable Systems Ltd
- Leask Marine
- Load Monitoring Systems
- LV Shipping
- Maclean Electrical
- Maersk Training UK Ltd
- MELCAL Marine UK Ltd
- MHI Vestas
- Miros Scotland

- North East Scotland College
- Newcastle College - Energy Academy
- North Highland College
- Npower
- Offshore Renewable Energy Catapult
- OHT Renewables
- Opergy Ltd
- Orsted
- Oteac Ltd
- People With Energy
- Port of Cromarty Firth
- Primo Marine
- Proeon Systems Limited
- Proserv
- Red Rock Power
- RelyOn Nutec UK Ltd
- Renewable Resource Solutions
- RenewableUK
- RIGOCAL Engineering Ltd
- RMi Engineering Ltd
- RovCo
- RWE Renewables

- Schneider Electric
- Scottish Power
- Scottish Renewables
- Seajacks
- Siemens Gamesa
- Signum Geophysical Ltd
- SSE Renewables
- Stowen Group
- Suffolk County Council
- Sunrock Recruitment
- Taylor Hopkinson Ltd
- TECOSIM Simulation Ltd
- Tekmar Group
- University of Hull
- Van Oord Offshore Wind UK Limited
- Vattenfall
- Wellton Limited
- Whittaker Engineering (Stonehaven) Ltd
- Windhoist

# Today's Workforce

# Today's Workforce

## OffshoreWind IndustryCouncil

# 26,093

## Total UK Offshore Wind Workforce

## 15,205
### Direct Jobs

## 10,888
### Indirect Jobs

| Status | Direct | Indirect | Total |
|---|---|---|---|
| **Employed** | 12,241 | 10,160 | 22,401 |
| **Self-Employed** | 2,964 | 728 | 3,692 |
| **Total** | **15,205** | **10,888** | **26,093** |

*Source: Estimated figures by RenewableUK as at December 2020*
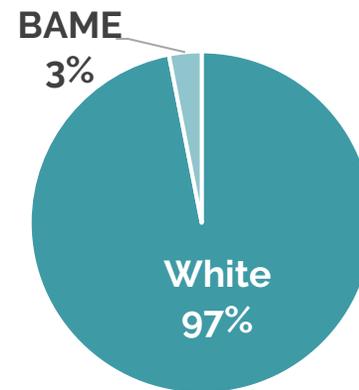
# Age Profile

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**17**
Min Age

**41**
Mean Age

**76**
Max Age

**117**
At 65+ (1%)

## UK Offshore Wind Workforce – Age Profile



| Age Band | Workforce |
|---|---|
| 16-20 | ~130 |
| 21-25 | ~700 |
| 26-30 | ~1,400 |
| 31-35 | ~1,900 |
| 36-40 | ~1,880 |
| 41-45 | ~1,550 |
| 46-50 | ~1,320 |
| 51-55 | ~1,170 |
| 56-60 | ~820 |
| 61-65 | ~390 |
| 66-70 | ~100 |
| 71+ | ~20 |

# Age Profile by Gender

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## UK Offshore Wind Workforce – Age Profile by Gender



| | 16-20 | 21-25 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | 61-65 | 66-70 | 71+ |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ■ Not Provided | 38 | 99 | 21 | 21 | 12 | 16 | 18 | 11 | 3 | 0 | 1 | 0 |
| ■ Female | 14 | 122 | 247 | 350 | 336 | 269 | 224 | 192 | 91 | 41 | 5 | 5 |
| ■ Male | 74 | 480 | 1131 | 1535 | 1553 | 1253 | 1076 | 969 | 723 | 343 | 82 | 11 |

■ Male   ■ Female   ■ Not Provided
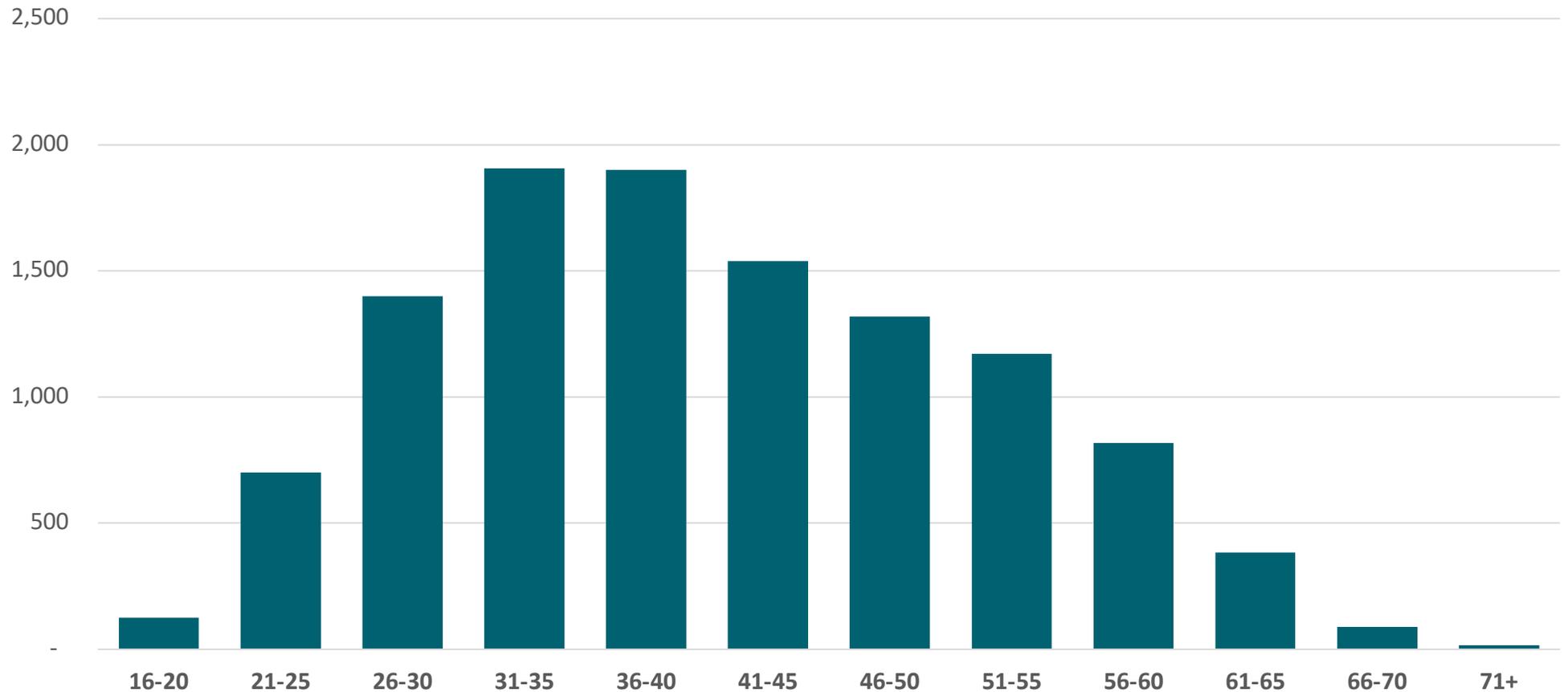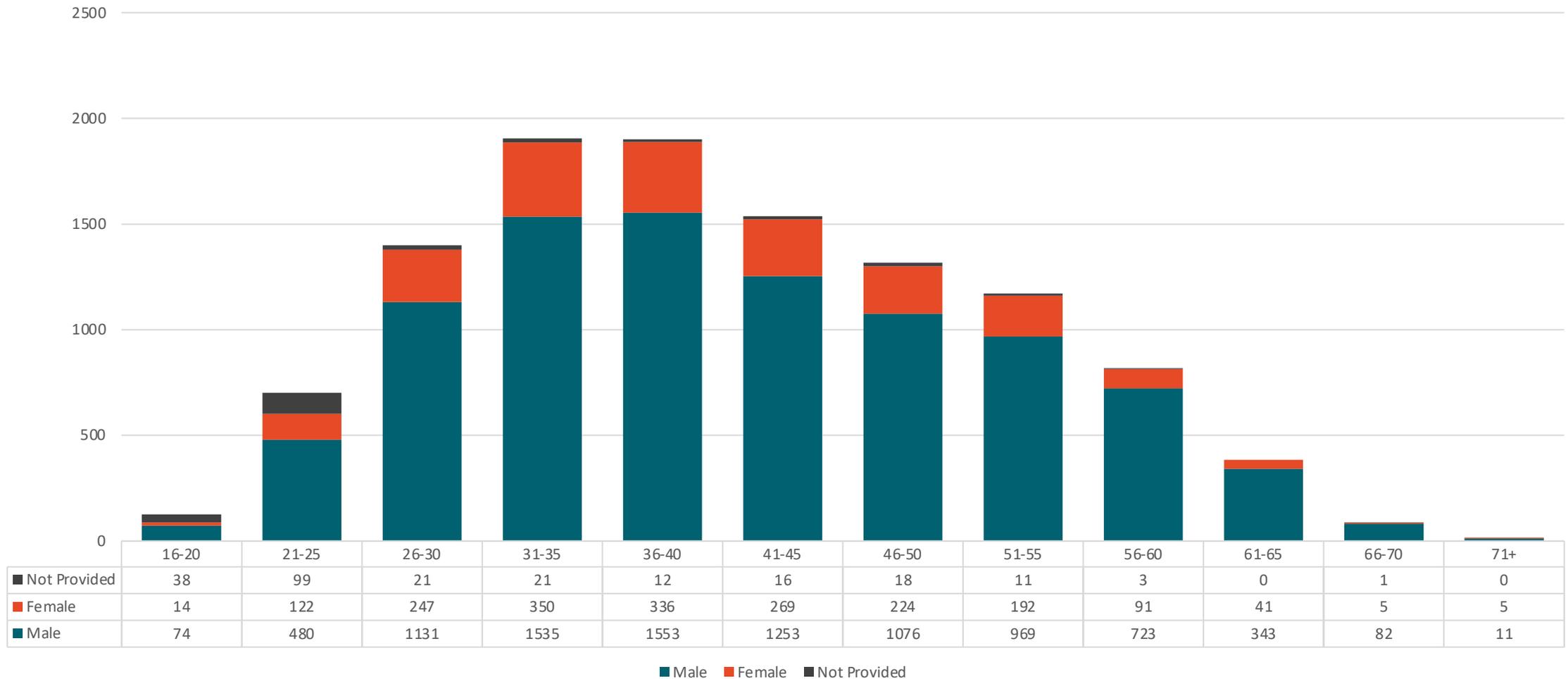
# Gender Balance

- Survey data includes **2,003** women **(18%)** compared to **8,961 (79%)** men

- Gender not provided for 401 employees in the survey

- Dominant skills levels for women in the industry are **levels 6 & 5** (Batchelor's Degree and Higher Education Diploma)

Women most frequently work in **corporate services** and **management roles** including:

- Operational Management
- Administration
- Finance
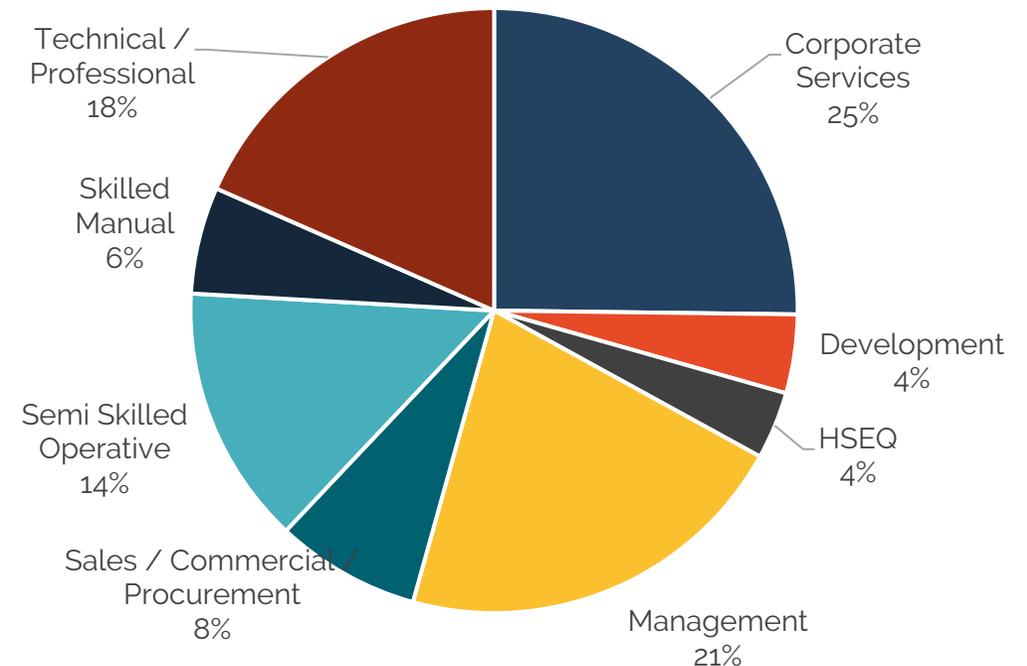




*Source: NSAR Skills Intelligence Model Survey Results/Opergy Ltd. January 2021*

# Case Studies

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[Top Left: Vattenfall supporting young women using VR technology; Bottom Left: Stine Myhre Selås, Equinor; Right: Scottish Power Renewables celebrating 'Woman's Day EAONE' , 6-8th March 2020.]

# Job Groups

## UK Survey Results

Skilled, Technical and Professional job roles account for **62%** of responses.

Leadership, Corporate and Operational Management roles account for **17%** of responses.



Not Provided 2%
Corporate Services 8%
Development 5%
HSEQ 3%
Technical / Professional 20%
Management 17%
Sales / Commercial / Procurement 3%
Skilled Manual 20%
Semi Skilled Operative 22%

*Source: NSAR Skills Intelligence Model Survey Results/Opergy Ltd. January 2021*
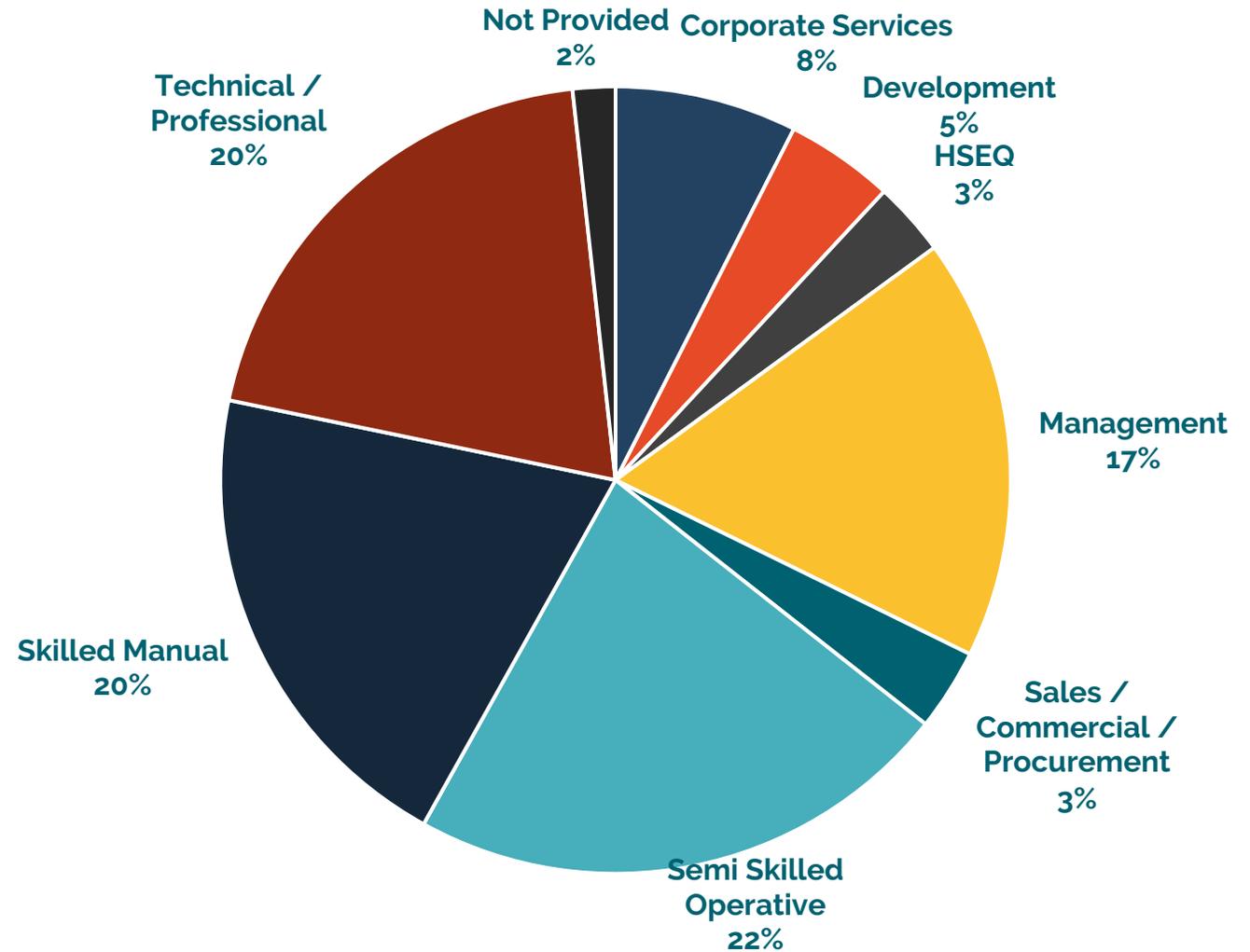
# Skill Levels
*Note: reported using RQF levels*

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## UK Survey Results

# 71%

of responses are skilled roles at Level 4 or above.

**38%** of responses hold qualifications at degree level or higher (Level 6+)
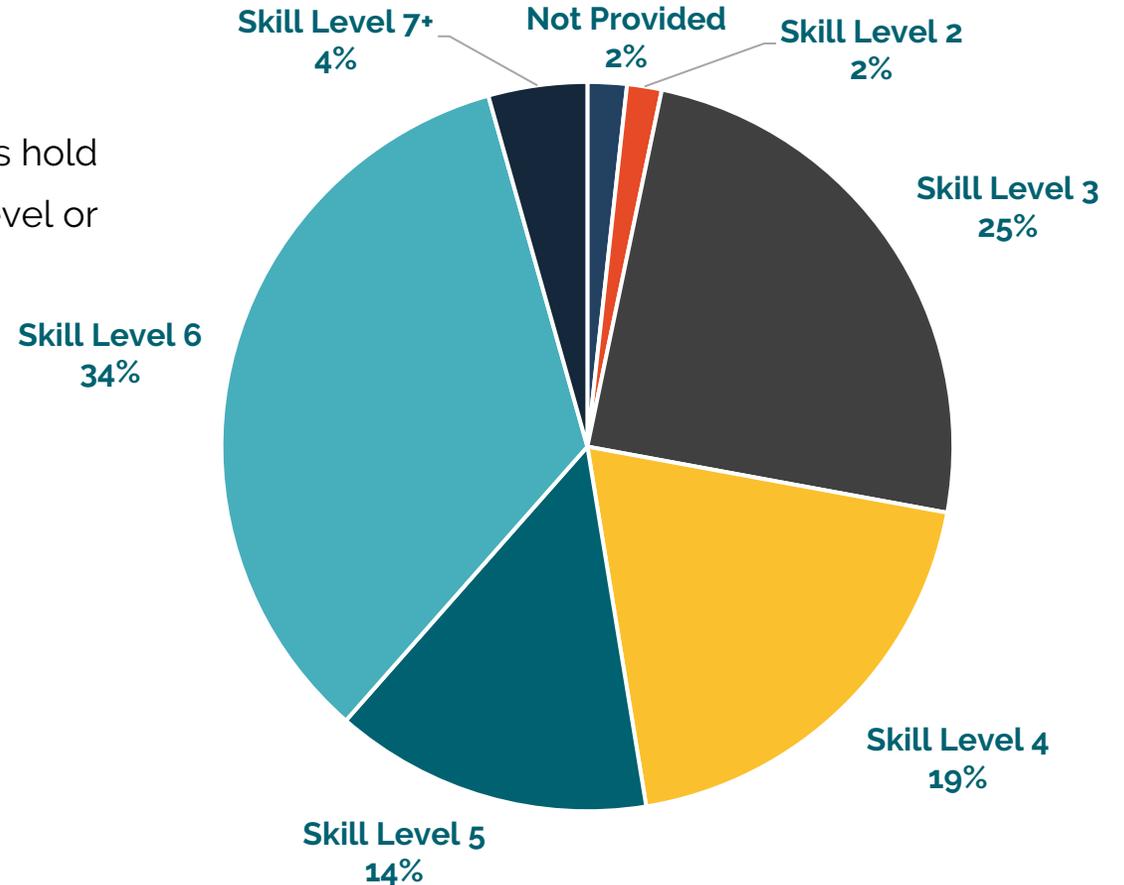
## Full Time / Part Time Status

# 87.5%
Full Time Employees

# 3.5%
Part Time Employees

Note: 9% of responses did not provide employment status data.

**Skill Level 7+**
4%

**Not Provided**
2%

**Skill Level 2**
2%

**Skill Level 3**
25%

**Skill Level 6**
34%

**Skill Level 4**
19%

**Skill Level 5**
14%

# Apprenticeships

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## Target **2.5%**

**Industry agreed target for percentage of workforce** recruited through apprenticeship schemes

## Current Apprentices **1.8%** (206)

## Graduates & Trainees **1.4%** (158)

Apprentices and Graduates currently fulfil a **wide range of roles across all disciplines**, from **corporate service functions** such as finance, HR, and administration; to **technical** and **engineering** roles both **onshore** and **offshore**.

Orsted Offshore Wind Technician Apprentices

# Regional
## Survey Results

# Regional Breakdown

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**UK Survey Results**
Data shown by UK region.

Map represents 44% of estimated total UK offshore wind workforce, based on actual data submitted for 11,365 jobs.

🔴 represents Sector Deal 'Clusters'
1. DeepWind (North Scotland)
2. Forth and Tay Offshore
3. North East England
4. Humber
5. East Anglia
6. Solent
7. Celtic Sea Cluster
8. North West and North Wales

**Scotland**
3,417 jobs / 30%

**North East**
1,171 jobs / 10%

**North West**
772 jobs / 7%

**Yorkshire & Humber**
1,710 jobs / 15%

**Northern Ireland**
22 jobs / 1%

**East of England**
1,083 jobs / 10%

**Midlands**
190 / 2%

**London**
892 jobs / 8%

**Wales**
145 / 1%

**South West**
657 jobs / 6%

**South East**
961 jobs / 8%

*Source: NSAR Skills Intelligence Model Survey Results/Opergy Ltd. January 2021*
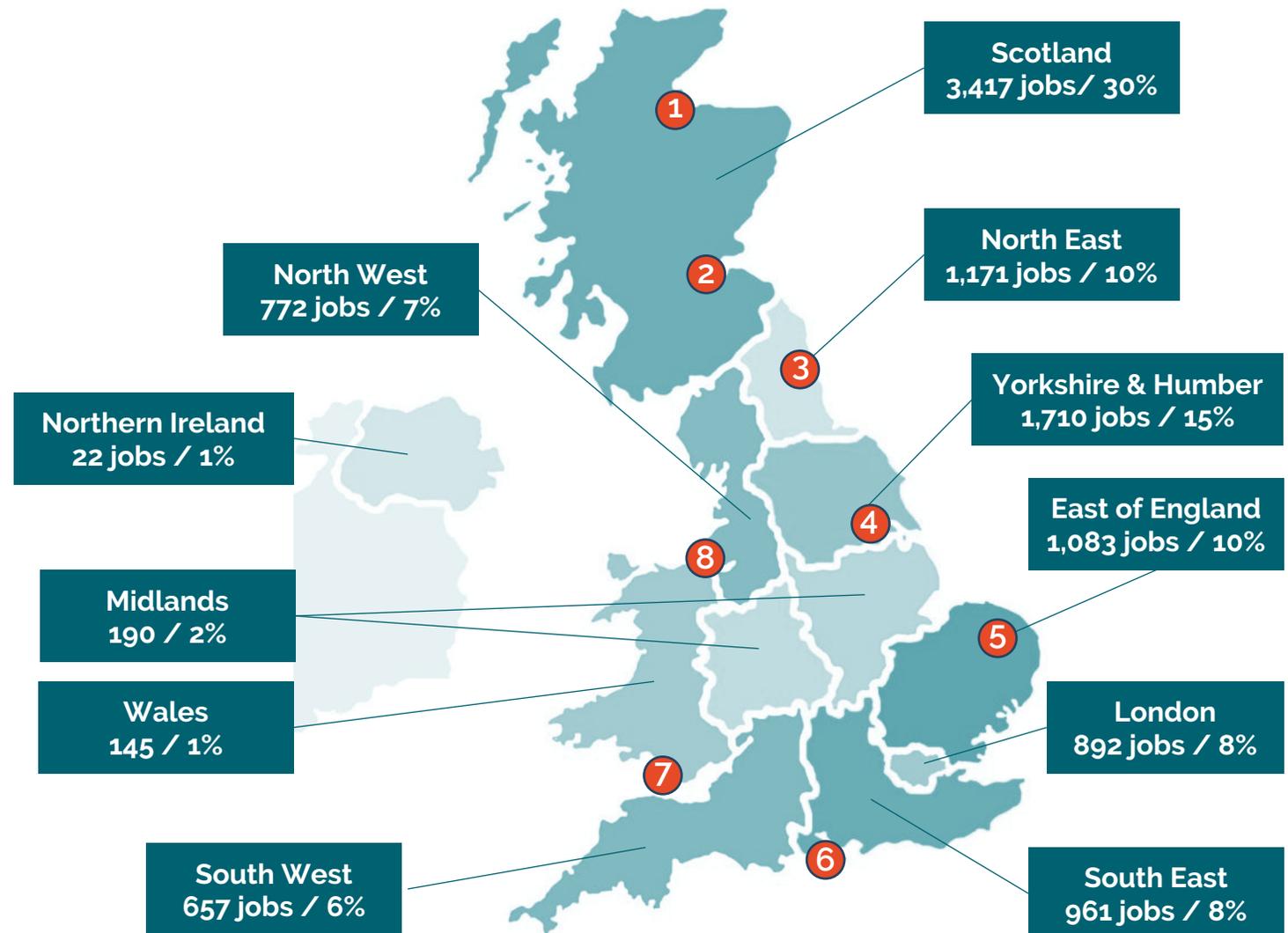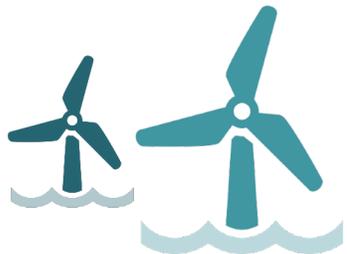
# UK Region

| Region | Employee Count | % |
|---|---|---|
| East Midlands | 10 | 0% |
| East of England | 1,083 | 10% |
| London | 892 | 8% |
| North East | 1,171 | 10% |
| North West | 772 | 7% |
| Northern Ireland | 22 | 0% |
| Scotland | 3,417 | 30% |
| South East | 961 | 8% |
| South West | 657 | 6% |
| Wales | 145 | 1% |
| West Midlands | 180 | 2% |
| Yorkshire & Humber | 1,710 | 15% |
| *No Location Data Provided* | *345* | *3%* |



Legend:
- East Midlands
- East of England
- London
- North East
- North West
- Northern Ireland
- Not Provided
- Scotland
- South East
- South West
- Wales
- West Midlands
- Yorkshire & Humber

*Source: NSAR Skills Intelligence Model Survey Results/Opergy Ltd. January 2021*
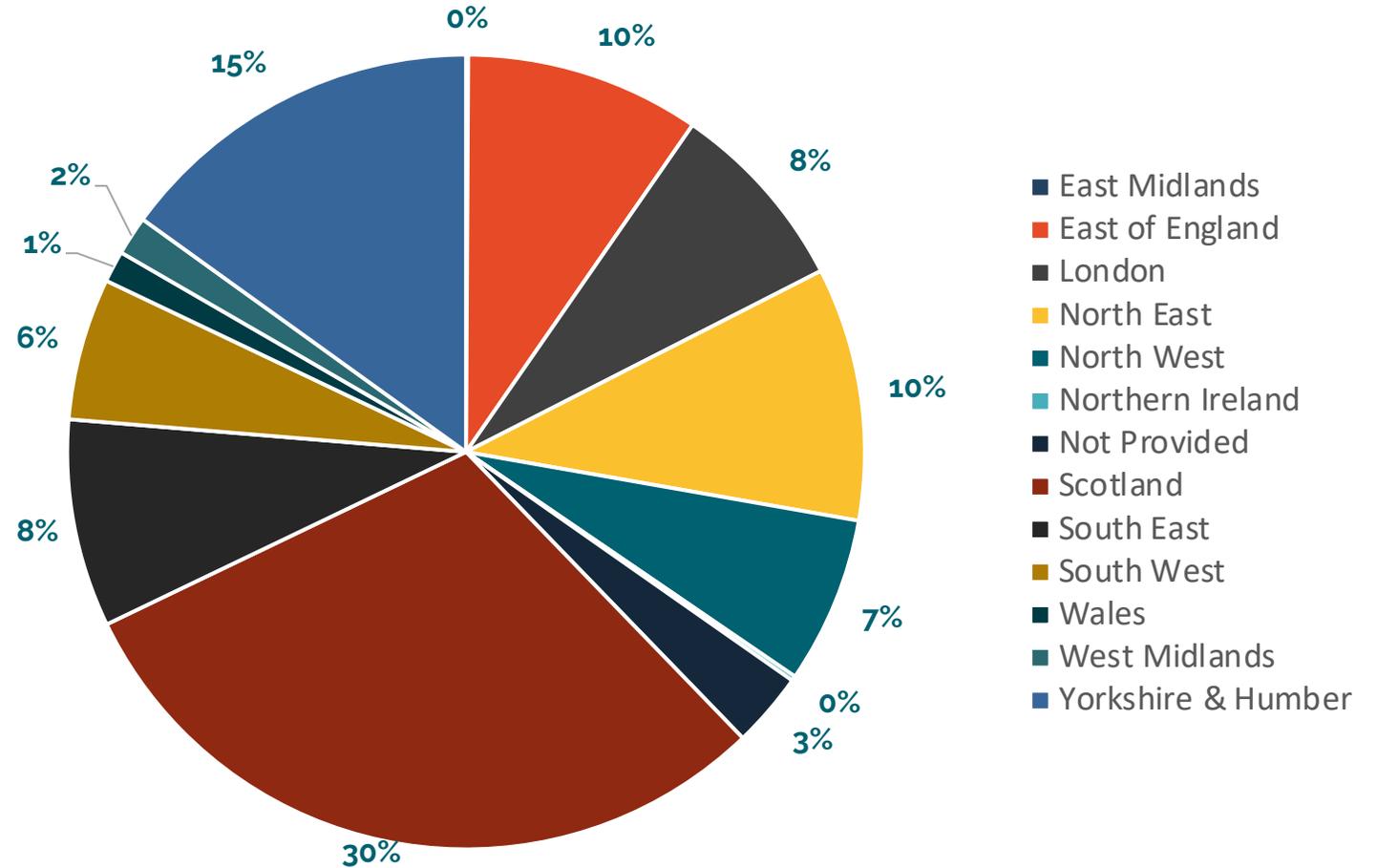
# Gender

**London and South West are at 32%**

Yorkshire & Humber, South East and North West have the lowest gender balance at 9%
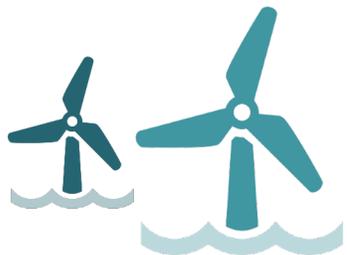
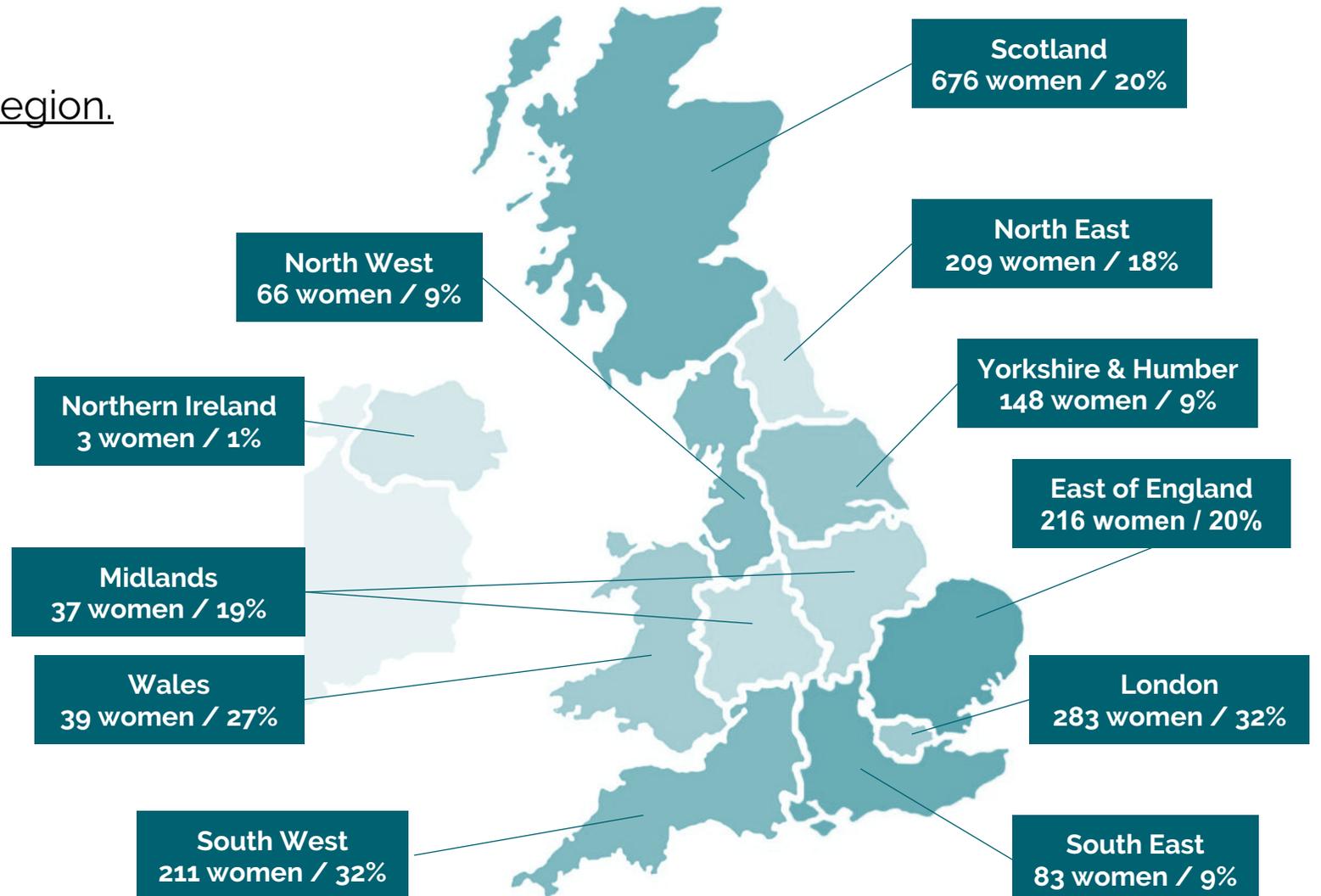| Region | Women | | Men | | Not Provided | | Total |
|--------|-------|----------|-----|----------|--------------|----------|-------|
| | Total | % of total | Total | % of total | Total | % of total | |
| East Midlands | 3 | 30% | 7 | 70% | 0 | 0% | 10 |
| East of England | 216 | 20% | 866 | 80% | 1 | 0% | 1,083 |
| London | 283 | 32% | 572 | 64% | 37 | 4% | 892 |
| North East | 209 | 18% | 893 | 76% | 69 | 6% | 1,171 |
| North West | 66 | 9% | 642 | 83% | 64 | 8% | 772 |
| Northern Ireland | 3 | 14% | 17 | 77% | 2 | 9% | 22 |
| Scotland | 676 | 20% | 2,667 | 78% | 74 | 2% | 3,417 |
| South East | 83 | 9% | 876 | 91% | 2 | 0% | 961 |
| South West | 211 | 32% | 433 | 66% | 13 | 2% | 657 |
| Wales | 39 | 27% | 103 | 71% | 3 | 3% | 145 |
| West Midlands | 34 | 19% | 145 | 81% | 1 | 1% | 180 |
| Yorkshire & Humber | 148 | 9% | 1,429 | 84% | 133 | 8% | 1,710 |

*Source: NSAR Skills Intelligence Model Survey Results/Opergy Ltd. January 2021*

# Regional Breakdown

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**UK Survey Results**
Gender Balance Data shown by UK region.

*Note: Figures are based on survey results, which represent 44% of the estimated total UK offshore wind workforce, based on actual data submitted for 11,365 jobs.*

**Scotland**
676 women / 20%

**North East**
209 women / 18%

**North West**
66 women / 9%

**Yorkshire & Humber**
148 women / 9%

**Northern Ireland**
3 women / 1%

**East of England**
216 women / 20%

**Midlands**
37 women / 19%

**Wales**
39 women / 27%

**London**
283 women / 32%

**South West**
211 women / 32%

**South East**
83 women / 9%

*Source: NSAR Skills Intelligence Model Survey Results/Opergy Ltd. January 2021*
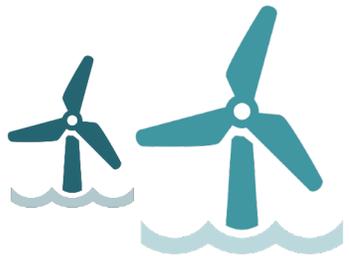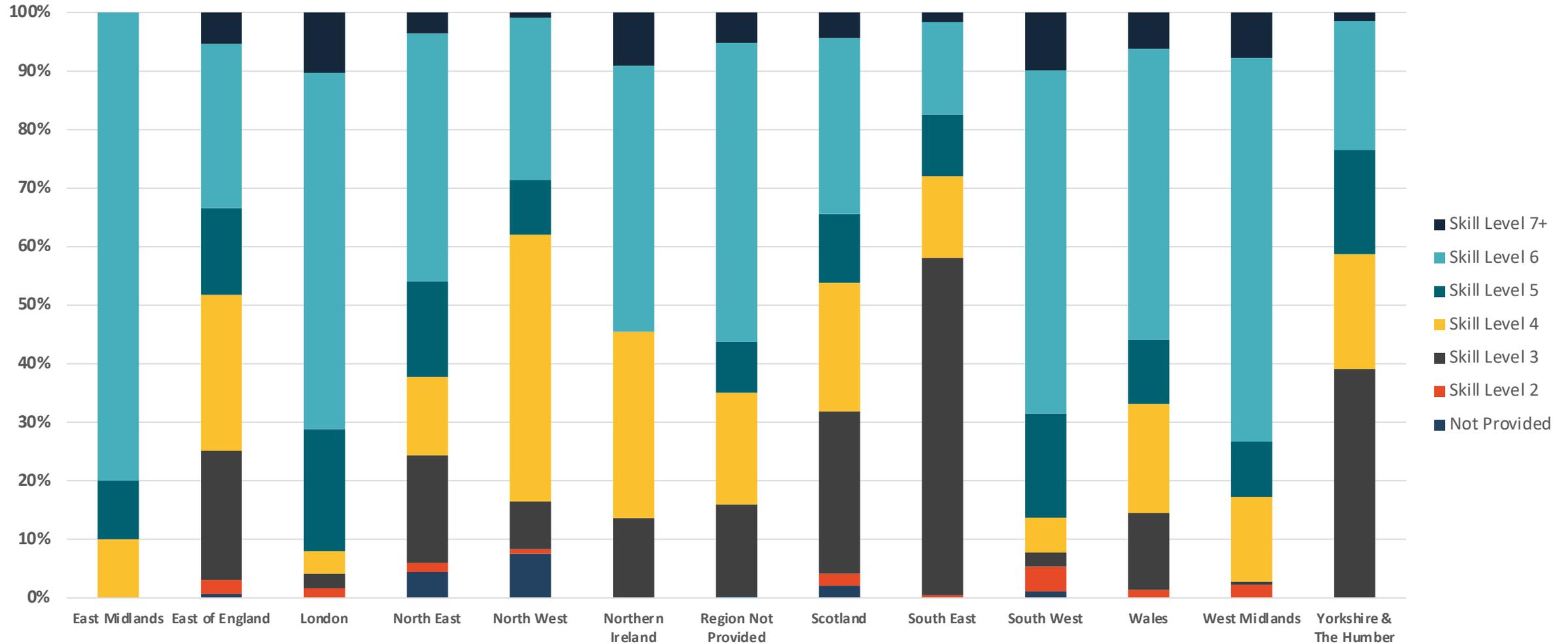
# Skill Levels by Region

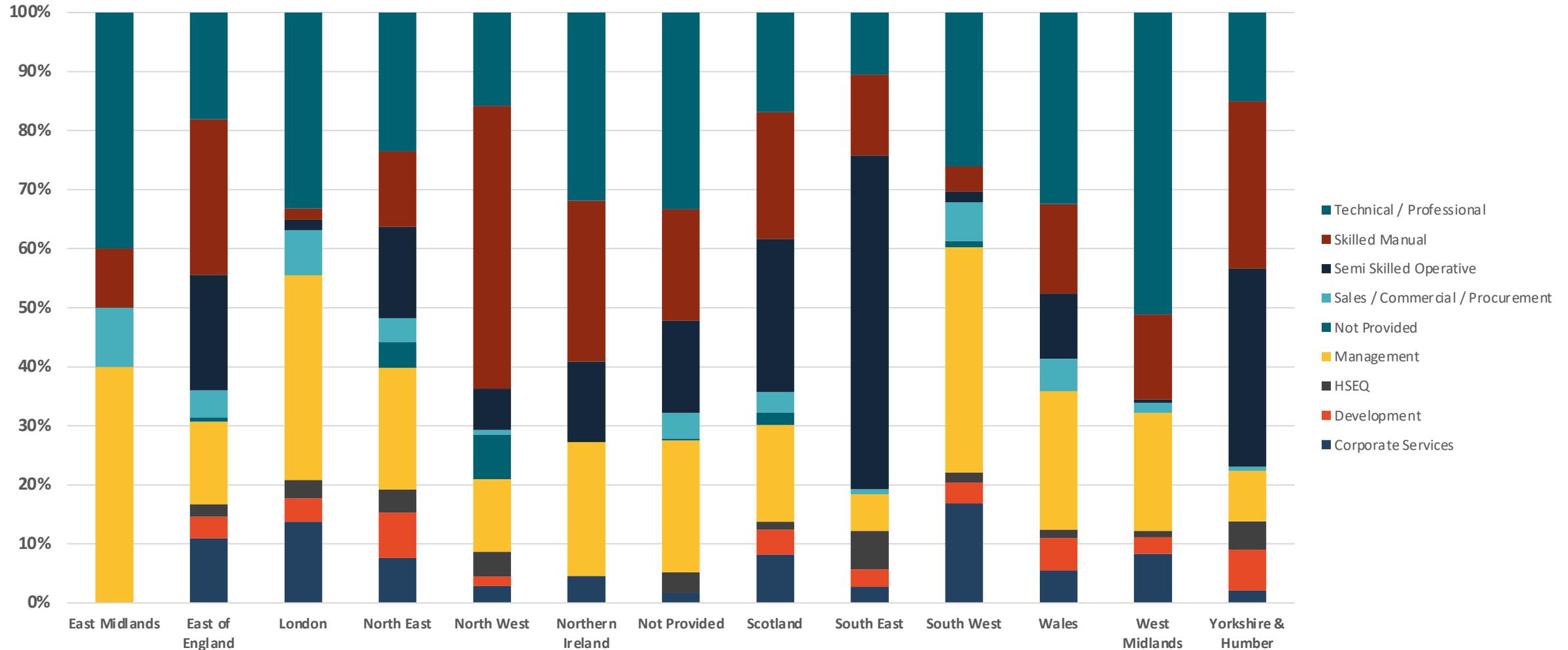| Skill Levels | East Midlands | East of England | London | North East | North West | Northern Ireland | Scotland | South East | South West | Wales | West Midlands | Yorkshire & Humber | Not Provided | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Skill Level 2 | nil | 26 | 15 | 18 | 6 | nil | 69 | 4 | 28 | 2 | 4 | 2 | nil | **174** |
| Skill Level 3 | nil | 239 | 22 | 215 | 63 | 3 | 948 | 554 | 16 | 19 | 1 | 666 | 54 | **2800** |
| Skill Level 4 | 1 | 289 | 34 | 157 | 352 | 7 | 751 | 134 | 39 | 27 | 26 | 336 | 66 | **2219** |
| Skill Level 5 | 1 | 160 | 186 | 191 | 72 | nil | 401 | 101 | 117 | 16 | 17 | 304 | 30 | **1596** |
| Skill Level 6 | 8 | 304 | 543 | 496 | 214 | 10 | 1028 | 152 | 385 | 72 | 118 | 377 | 176 | **3883** |
| Skill Level 7+ | nil | 58 | 92 | 42 | 7 | 2 | 148 | 16 | 65 | 9 | 14 | 25 | 18 | **496** |
| *Not Provided* | nil | 7 | nil | 52 | 58 | nil | 72 | nil | 7 | nil | nil | nil | 1 | **197** |
| **Grand Total** | **10** | **1083** | **892** | **1171** | **772** | **22** | **3417** | **961** | **657** | **145** | **180** | **1710** | **345** | **11365** |

# Job Groups by Region

**OffshoreWind IndustryCouncil**

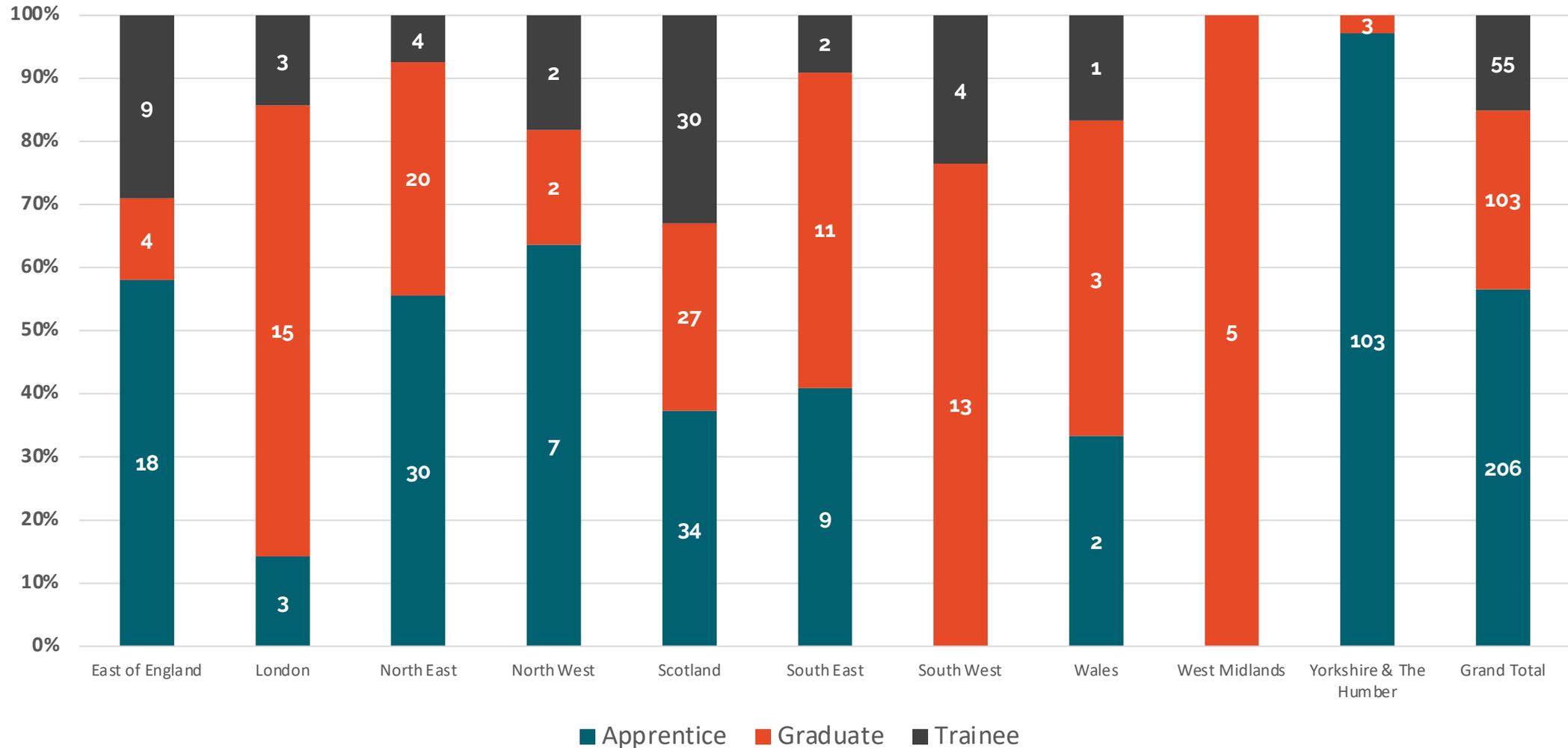| Role Groups | East Midlands | East of England | London | North East | North West | Northern Ireland | Scotland | South East | South West | Wales | West Midlands | Yorkshire & Humber | Not Provided | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Corporate Services | nil | 118 | 123 | 89 | 22 | 1 | 279 | 26 | 111 | 8 | 15 | 36 | 6 | **834** |
| Development | nil | 40 | 35 | 90 | 13 | nil | 144 | 29 | 23 | 8 | 5 | 118 | nil | **505** |
| HSEQ | nil | 23 | 28 | 46 | 32 | nil | 46 | 62 | 11 | 2 | 2 | 82 | 12 | **346** |
| Management | 4 | 152 | 309 | 241 | 95 | 5 | 561 | 60 | 251 | 34 | 36 | 147 | 77 | **1972** |
| Not Provided | nil | 7 | nil | 52 | 58 | nil | 72 | nil | 7 | nil | nil | nil | 1 | **197** |
| Sales / Commercial / Procurement | 1 | 50 | 68 | 47 | 6 | nil | 120 | 8 | 43 | 8 | 3 | 12 | 15 | **381** |
| Semi Skilled Operative | nil | 212 | 16 | 181 | 54 | 3 | 884 | 543 | 12 | 16 | 1 | 573 | 54 | **2549** |
| Skilled Manual | 1 | 285 | 17 | 150 | 370 | 6 | 736 | 132 | 28 | 22 | 26 | 485 | 65 | **2323** |
| Technical / Professional | 4 | 196 | 296 | 275 | 122 | 7 | 575 | 101 | 171 | 47 | 92 | 257 | 115 | **2258** |
| **Grand Total** | **10** | **1083** | **892** | **1171** | **772** | **22** | **3417** | **961** | **657** | **145** | **180** | **1710** | **345** | **11365** |

# Apprenticeships

| | East Midlands | East of England | London | North East | North West | Northern Ireland | Scotland | South East | South West | Wales | West Midlands | Yorkshire & Humber | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Apprentice | No Data Available | 18 | 3 | 30 | 7 | No Data Available | 34 | 9 | nil | 2 | nil | 103 | **206** |
| Graduate | | 4 | 15 | 20 | 2 | | 27 | 11 | 13 | 3 | 5 | 3 | **103** |
| Trainee | | 9 | 3 | 4 | 2 | | 30 | 2 | 4 | 1 | nil | nil | **55** |
| Grand Total | | **31** | **21** | **54** | **11** | | **91** | **22** | **17** | **6** | **5** | **106** | **364** |



*Images [Left to Right]: Former apprentice and now Triton Knoll turbine technician Chris Hughes; Hope Reynolds, left, training instructor Gary Croft and Jovita Beeston, ScottishPower Renewables/East Anglia ONE; Nathan Jones, RWE Renewables Turbine Technician Apprentice at Greater Gabbard; Hope Reynolds and Jovita Beeston.*

*Source: NSAR Skills Intelligence Model Survey Results/Opergy Ltd. January 2021*

# Apprentices by UK Region
## including Graduates & Trainees

OffshoreWind IndustryCouncil

**Apprentice, Graduate & Trainees by UK Region**

| Region | Apprentice | Graduate | Trainee |
|---|---|---|---|
| East of England | 18 | 4 | 9 |
| London | 3 | 15 | 3 |
| North East | 30 | 20 | 4 |
| North West | 7 | 2 | 2 |
| Scotland | 34 | 27 | 30 |
| South East | 9 | 11 | 2 |
| South West | | 13 | 4 |
| Wales | 2 | 3 | 1 |
| West Midlands | | 5 | |
| Yorkshire & The Humber | 103 | 3 | |
| Grand Total | 206 | 103 | 55 |

Apprentice  Graduate  Trainee

# Jobs Forecast

Drawing from **RenewableUK's Project Intelligence Database**, the jobs forecasting model uses extrapolated data and robust assumptions to forecast jobs growth and investment to 2026.

A forecast **potential investment of £60.8bn** covering the whole project lifecycle through Devex, Capex, and Opex across all UK offshore wind projects between 2021 and 2026.

Assumptions include floating wind projects.

The total workforce **peaks at 69,848 in 2026** based on current investment forecasts.

At present, there is some assumed fluctuations in the construction profile for projects, which will have an impact on workforce requirements beyond this period.
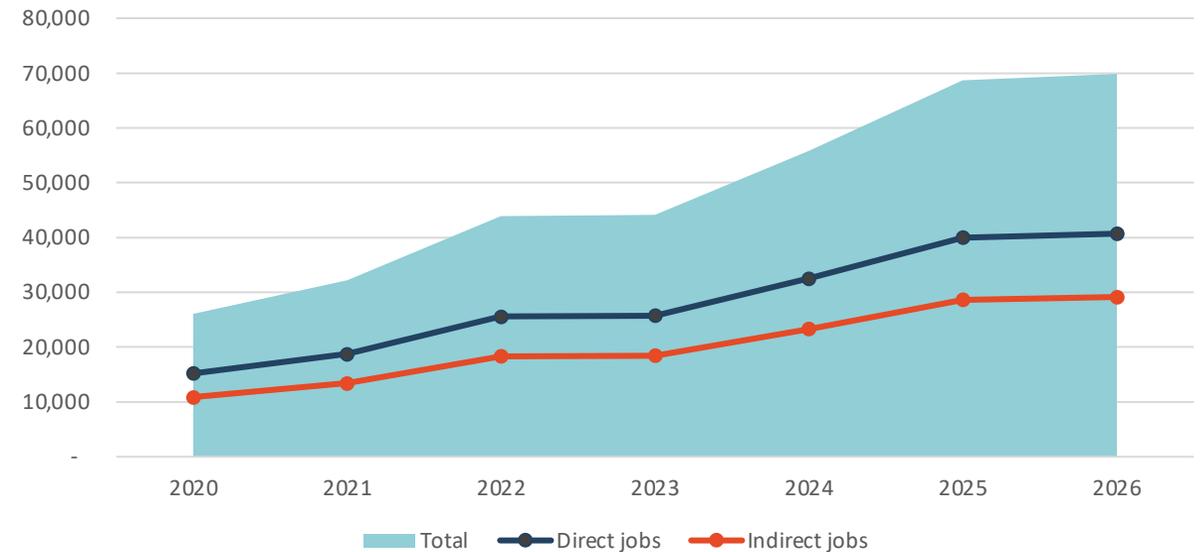
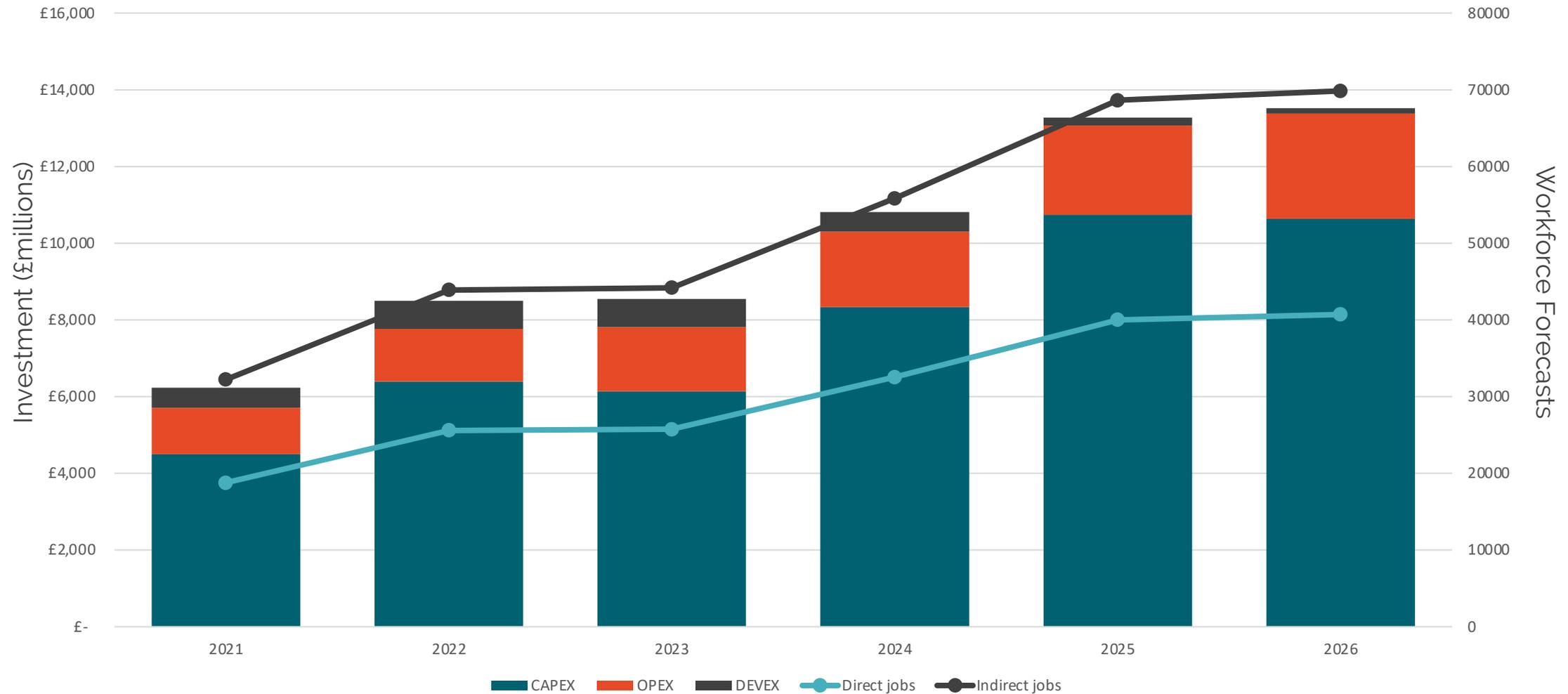By **2026**, UK Offshore Wind is forecast to employ

# 69,848

jobs. 40,700 direct jobs and 29,148 indirect jobs.
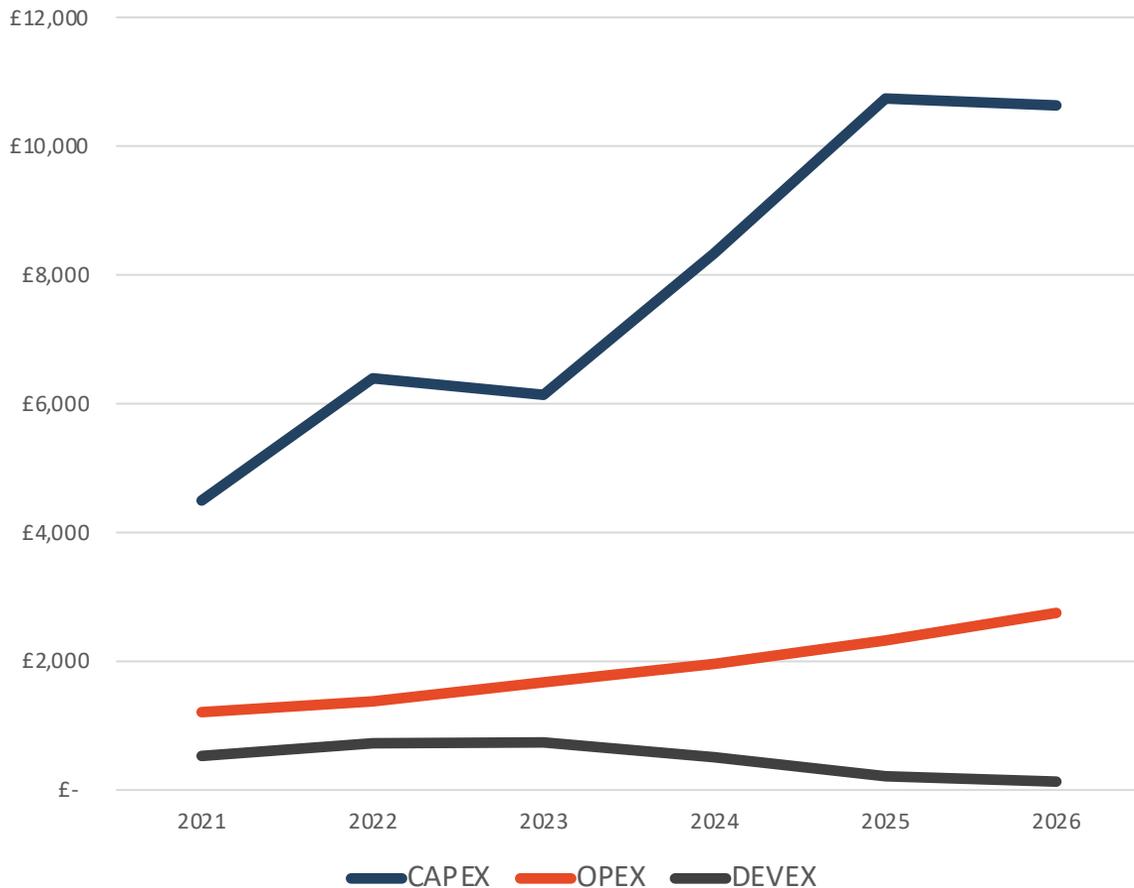
UK Offshore Wind Jobs Forecast to 2026



Legend: Total — Direct jobs — Indirect jobs

*Source: RenewableUK/Opergy Ltd., February 2021*

# Investment Profile

## Investment Profile by Spend (£mn)



Legend: CAPEX — OPEX — DEVEX

**£10.1bn**

## Average Annual Investment

(2021 to 2026)

The investment forecasts, applied to all future projects, assumes the following assumed profile.

**Year 1** – DEVEX
**Year 2** – DEVEX
**Year 3** – DEVEX
**Year 4** – **Year 1** CAPEX
**Year 5** – **Year 2** CAPEX
**Year 6** – **Year 3** CAPEX, **Year 1** OPEX (30%)
**Year 7** – **Year 4** CAPEX, **Year 2** OPEX (60%)
**Years 8 – 33** – OPEX (at 100%)
**Years 33 – 35** – Decommissioning.

*Source: RenewableUK/Opergy Ltd., February 2021*
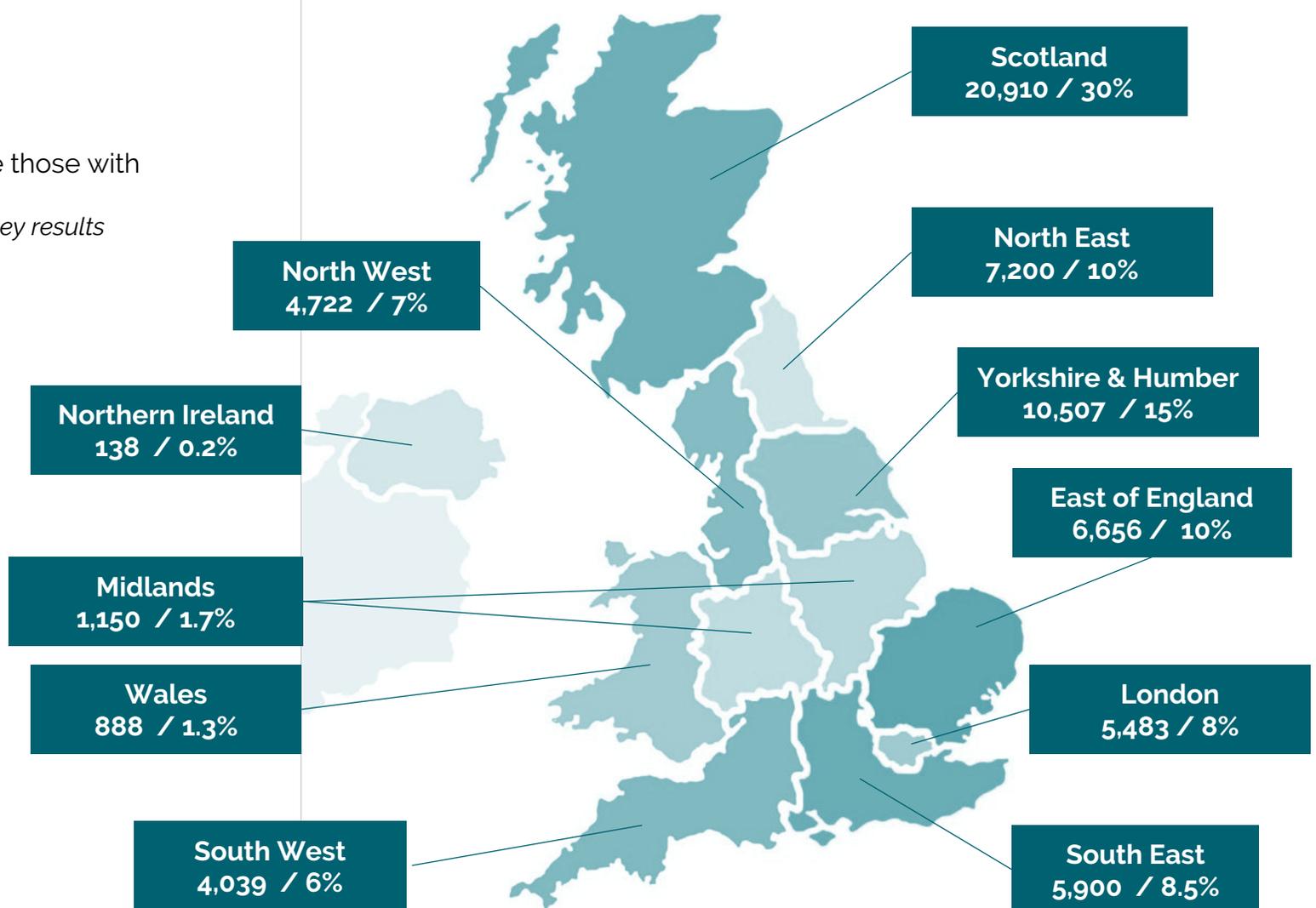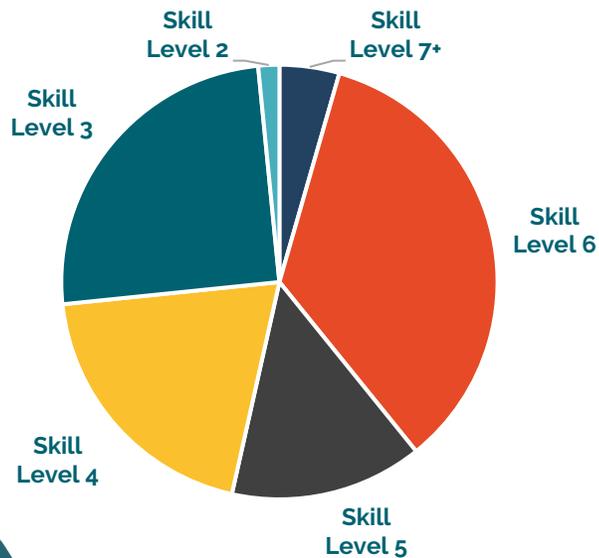
# Regional Forecasts 2026

## UK Total Workforce Forecasts
Data shown by UK region.

Scotland and the east coast regions of England are those with the greatest share of forecasted jobs.
*Note: Regional Forecasts are extrapolated based on survey results proportions applied to investment forecasts.*

## Forecast Skill Levels *(at 2026)*



Skill Level 2
Skill Level 7+
Skill Level 3
Skill Level 6
Skill Level 4
Skill Level 5



**Scotland**
20,910 / 30%

**North East**
7,200 / 10%

**North West**
4,722 / 7%

**Yorkshire & Humber**
10,507 / 15%

**Northern Ireland**
138 / 0.2%

**East of England**
6,656 / 10%

**Midlands**
1,150 / 1.7%

**Wales**
888 / 1.3%

**London**
5,483 / 8%

**South West**
4,039 / 6%

**South East**
5,900 / 8.5%

*Source: NSAR Skills Intelligence Model Survey Results/Opergy Ltd. February 2021*

# Job Groups by Region 2026

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| Role Groups | East Midlands | East of England | London | North East | North West | Northern Ireland | Scotland | South East | South West | Wales | West Midlands | Yorkshire & Humber |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Corporate Services | - | 728 | 757 | 547 | 135 | 7 | 1,717 | 157 | 680 | 48 | 90 | 220 |
| Development | - | 245 | 213 | 553 | 77 | - | 883 | 177 | 142 | 47 | 30 | 725 |
| HSEQ | - | 139 | 175 | 282 | 195 | - | 283 | 378 | 67 | 14 | 11 | 503 |
| Management | 25 | 935 | 1,898 | 1,483 | 586 | 32 | 3,449 | 370 | 1,542 | 209 | 204 | 904 |
| Sales / Commercial / Procurement | 7 | 305 | 417 | 289 | 36 | - | 737 | 50 | 267 | 47 | 18 | 73 |
| Semi Skilled Operative | - | 1,302 | 99 | 1,114 | 333 | 18 | 5,342 | 3,338 | 73 | 99 | 7 | 3,522 |
| Skilled Manual | 7 | 1,752 | 106 | 923 | 2,273 | 37 | 4,523 | 810 | 172 | 135 | 161 | 2,980 |
| Technical / Professional | 25 | 1,206 | 1,818 | 1,690 | 751 | 44 | 3,533 | 620 | 1,052 | 289 | 565 | 1,580 |
| Other | - | 44 | - | 319 | 336 | - | 443 | - | 44 | - | - | - |
| Grand Total | 64 | 6,656 | 5,483 | 7,200 | 4,722 | 138 | 20,910 | 5,900 | 4,039 | 888 | 1,086 | 10,507 |

# OffshoreWind IndustryCouncil

For more information on the Offshore Wind Industry Council and Sector Deal, visit www.owic.org

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