

IMPLEMENTATION AND DELIVERY PLAN

Project Name: Environmental Technologies Pilot Project

Name of Organisation submitting: SummitSkills

Programme contact (name): Bob Blake

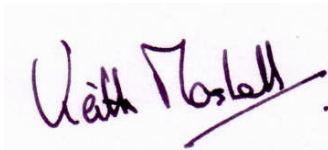
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Declaration:

I confirm that the information given in this plan is correct. I further confirm that all partner organisations mentioned have been consulted and have agreed to take part in our Joint Investment Programme and that they have understood and agreed to their roles, responsibilities and the financial implications for their organisations in taking part. In submitting this plan we commit to leading all aspects of this implementation plan.

Signature:



Name: Keith Marshall

Position: Chief Executive

Organisation: SummitSkills

Date: 10th September 2010

This plan has been agreed by Geoff Russell, Chief Executive of Skills Funding Agency for implementation during the academic year 2010/11

17/09/2010.

SECTION 1: VISION AND PROGRAMME SUMMARY

1 a. Joint Investment Programme Overview

The Joint Investment Programme (JIP) for Strategic Skills is designed to bring together public and private investment to support training and skills in areas where new skills are required in the workforce to capitalise on business and economic opportunities presented by growth sectors.

Taking part in the JIP will enable SummitSkills to engage employers in a co-funded agreement with Government. SummitSkills will work with the Skills Funding Agency, employers and training providers to negotiate, agree, implement, monitor and evaluate relevant skills solutions against specific and identified industry needs.

1 b. Joint Investment Programme – Environmental Technologies Pilot Project - Vision

Through the work of SummitSkills the building services engineering sector has clearly demonstrated its dominance for the delivery of the skills needs to meet the Low carbon agenda demands for sustainable buildings across the UK.

We have established the need to ensure we up skill 60% of the existing workforce as well as provide new opportunity for a future workforce consistently over the next 10 years to meet the technology evolution requirements. It is therefore our aim to deliver on three key deliverables

- Through skills development ensure employers develop the business opportunity with confidence
- Invest in the skills required to meet the environmental demands
- Accelerate the skills availability to match demand both now and into the future

It is our aim therefore to use this Project in order to test the readiness of the provider network, their ability to work in partnership with other providers, use the funding to stimulate employer engagement as well as provide grounding for the introduction of the new environmental qualifications as specified for this project and beyond. It will also provide a focused audience of employers and providers to assist research and foresight planning of skills needs and demands based on combination of actual and scenario based activity.

We intend to complement the work being done to establish the National Skills Academy for Environmental Technologies and to raise awareness to deliver skills in renewable and environmental technologies. It will provide:

- Clarity, vision, direction and solutions for employers who need to train in these new technologies;
- Help develop a single point of contact for nation-wide green skills development, and
- Establish a route to ensuring the economy has the workforce it needs to deliver the low carbon future.

Using this project it will begin to strengthen England's provider network and the skills base of the sector, but crucially it will also provide the UK low carbon market with a significant focus in forming a solid foundation from which sustainable skills provision can develop.

It's the employers within building services engineering (BSE) sector's role to specify, design, install and maintain environmental technologies. The BSE sector represents over 600,000 individuals across 61,000 employers and carries out £20 billion of work each year - 3% of Gross National Product. It is therefore key that we incentivise and establish the employer commitment through this project and start delivering qualifications recognised by the sector that meet the ever growing compliance requirements

The BSE workforce is key to deliver the skills needed to fulfill the carbon reduction targets relating to local power generation, microgeneration and environmental solutions. The BSE sector footprint clearly encompasses all the green skills needs for homeowners, small community projects and many commercial properties Therefore a programme such as this will fully support skills development and therefore mirror the aspirations of the new Academy and is already raising demand for further qualification development.

This Project has over 500 employers committing to undertake the qualifications on offer and a commitment to pay the £161,500 contribution. However this project has begun to raise interest and could produce greater numbers of commitment to meet the longer term workforce requirements through similar larger projects in the future. The Provider network is currently at 23 across England but again as this Project develops interest is growing and has already stimulating the opportunity to develop provision to match the growing needs of employers through additional as well public and private partnerships.

We therefore anticipate that the combination of growing employer awareness and demand alongside developing quality provision is a positive step that will act as evidence to not only prove the success of this project but also mirror further evidence for the need for the establishment of the SummitSkills led National Skills Academy .

2. 2010/2011 Academic Year investment

Academic Year	Skills Funding Agency Investment	Employer Investment	Total
2010/2011	£ 161,500	£ 161,500	£ 323,100

3. Skills to be delivered

a. Specific levels to be covered by the programme, and volumes for each

Skills	Approximate Volumes
Level 3 units or other qualifications	900 (approx 675 learners)

b. Specific qualifications / units to be funded in the programme including likely volumes

- Award in the installation of Small Scale Solar Photovoltaic Systems – L3
- Award in the installation of Solar Thermal Hot Water Systems – L3
- Award in the installation of Heat Pump Systems (Non-refrigerant circuits) – L3
- Award in the installation of Water Harvesting and Recycling Systems – L3

4. Providers Engaged

- Liverpool Community College
- Blackburn College
- Carlisle College
- Gen 2
- The Manchester College
- Leeds College of Building
- Barnsley College
- PPL Training Ltd
- Newcastle College

- Hartlepool College
- Sunderland College
- Stephenson College
- Moulton College
- Gloucestershire College
- City College Plymouth
- Somerset College of Arts & Technology
- Cambridge Regional College
- Bedford College
- College of North West London
- Central Sussex College
- North West Kent College
- Amersham & Wycombe College
- Stourbridge College
- Stoke on Trent College

5. Employers Engaged

Type	Volume
SMEs	136 (746 outcomes)
Large Employers (1000+)	11 (154 outcomes)

SECTION 2: IMPACT AND SUCCESS

The following measures are those which Summit Skills will use to assess the JIP’s impact and success in the sector against the anticipated outcomes of the programme.

SummitSkills, and its partner Energy & Utility Skills, sees this project as an opportunity to identify clear business impacts, indicators of awareness and demand being raised as a direct result. Whilst through use of a focused audience to have first hand feedback of employers and providers through both sector skills councils in the qualifications and training being delivered both today and into the future.

The Monitoring process we will introduce as part of this project alongside our ongoing Labour Market Research, focused audience, and will provide tangible evidence of progress and increase take up of the skills needed. The direct interface with providers will also give us first hand opportunity to gauge quality of provision and the feedback of employers around the experience.

We will expect to be able to;

- Measure impacts of business growth through focus audience
- Ensure delivery against plan
- Confirm future demand trend supported by Research Analysis
- Facilitate increased Provider coverage across England

To date, there has not been a huge-take up of these skills as customers are not asking for them. Without customer demand, employers are not incentivised to train in these areas. However we will through this project begin to evidence changes.

From a supply side, low carbon skills provision is still in its infancy. Current training provision on environmental technologies in the sector is characterised by a mixture of manufacturer and private providers, with Further Education and Higher Education also developing their provision. The current qualifications provision has also to date not been mapped to the National Occupational Standards and is therefore not recognised as meeting the industry-recognised competence standard.

Insufficient demand from employers has led to disjointed provision across the UK, a lack of cohesion amongst the training network and a general confusion about where and how employers can access training provision.

The level of training needed to meet potential demand from the BSE sector is such that the training network needs to be carefully managed and coordinated, in order to develop and maintain quality and recognisable qualifications. Due to the existing low levels of take-up from the sector's employers, the training network will not be able to cope with a sudden massive increase in demand.

Employers in the BSE sector need to grasp the nettle of green skills training, but they need a delivery infrastructure to incentivise this take-up. To break free of the circular argument in which each party is waiting for the other to act, there is a clear need to kick-start this process by setting in place a system that allows employers, providers and sector bodies to collaborate, create and communicate a system for green skills planning and delivery.

We believe that this pilot project will allow us to measure the changes and get first hand feedback from employers and the provider network that will help to inform future skills needs and provision requirements. We see the following as the key evidence of success

- Recorded employer commitment and feedback for future development
- Successfully delivering a structured Provider Network and facilitate expanded network
- 900 outcomes delivered into the workforce by July 2011
- Evidence of future demand through focused audience
- Future demand evidencing increased awareness and technology application
- Identify evidence for future funded Projects and the added benefits of sector managed approach

SECTION 3: ADDITIONALITY

The learning that will be funded and supported through the Joint Investment Programme and delivered through our providers will be additional to that which the employer would normally invest in as part of its normal business activities. It is SummitSkills responsibility to make providers in their delivery network aware of the importance of this element of the Joint Investment Programme

In addition to the anticipated impact and success set out in Section 2, and as a result of this arrangement with Government, the JIP will enable the following:

Additionality will be one of the key monitoring aspects of this project. The Sector Skills Council managed approach between employers and providers will be a key driver to ensuring we "kick start" awareness to other key training needs to support the ongoing up skilling requirements to keep pace with technological development. We have pre-entry criteria for the qualifications in question and that has already raised issues around delivery of mainstream level 2 & 3 threshold qualifications and the potential for CPD for professionals. The range of companies involved and the business areas of those participating we anticipate will produce a wider take up of

environmental skills needs to meet workforce demands

This project will have an initial impact on the number of people skilled and competent to implement the vision for a low carbon future. It will provide much needed tangible evidence for the need to generate new and upgraded skills for employees in the following areas:

- Design and installation skills: An environmental technology installed without proper planning will not have the desired impact and at worst could have a detrimental effect. Employees need to be trained in the full planning and installation process, from the correct design and sizing of the renewable installation for the building, to the best positioning of the product to give optimum performance, through to its connection to the existing power and water systems and ongoing control.
- Product knowledge: The core underpinning knowledge and understanding of the specific products is essential. For each technology there will also be specific technical issues that will need to be addressed, for instance electricians will need to understand the rules and regulations around connecting photovoltaic and wind turbine systems to the National Grid.
- Commissioning and Maintenance: Specialist skills for the commissioning, maintenance and service of these technologies after they have been installed are fundamental. Without them, the systems will not work at their intended efficiency levels. Training is required to provide in-depth knowledge of particular systems and enhanced diagnostic and fault finding skills.
- Innovation, entrepreneurship and business development: The enhanced skills delivered by the Academy will allow employers to gain confidence in their ability to work with new technologies. This is likely to stimulate further innovation, entrepreneurship and business development as they market their expertise to existing and potential clients. With increased skills and knowledge, the BSE sector can become more proactive in promoting the green agenda to consumers, acting as a trailblazer for green skills.

Aside from its technical remit, broader skills will also be delivered in areas such as customer service, general energy efficiency and carbon reduction strategy, so that all manner of employee – from installer to director – can benefit from future skills offerings.

SECTION 4: MONITORING AND MEASURING THE PROGRAMME

Monitoring and measuring the performance of the programme will require SummitSkills to meet frequently with the Skills Funding Agency to discuss progress towards the aims and outcomes of the programme. To support this, the Skills Funding Agency will supply us with information regarding take-up extracted from the ILR at set points in the academic year. This information will be reconciled with information collected by ourselves from our Providers and Employers and will underpin a quarterly narrative report.

SummitSkills will monitor the delivery of the programme and measure the outputs as detailed in the vision and programme summary (section 1), impact and success (section 2), Additionality (section 3) in the following way:

SummitSkills and EU Skills wish to build on their already well developed relationship with employers and providers in the Sector and expand to meet ongoing environmental technology developments.

Therefore we have identified high level deliverables with specific targeted outcomes as follows:

1. Establish a focus group of 50 employers to provide direct feedback
2. Identify an 80% Business Growth into Environmental Technologies across the focus group
3. Establish 5 delivery centres per Region across England
4. Publish future demand forecasts to support low carbon growth.

To this end the reporting process to be put in place for the Joint Investment Programme will seek to monitor employer commitment but also support those providers working with SummitSkills and its partner on the project.

Following agreement on the number of outcomes each Provider will be issued with a pre-populated template, against which they will report the following on a monthly basis:

- I) Data –insertion of actual figures against forecast showing starts, completions and payments received
- II) Report – narrative report completed by exception on areas where actual are falling behind forecast and detail of additional benefits to employers (Additionality), along with any good news stories.

The form should not place unnecessary extra burden on Providers, and comment has been sought from two Providers, who felt the form was clear, straightforward to complete, and would complement their existing reporting processes. However, it will enable both parties to:

- Gauge, with the minimum of analysis, general progress towards targets
- Measure additionality and any specific demand outside this current project scope
- Identify areas of concern which may require escalation or intervention,
- Make timely decisions about whether it is feasible to transfer learner numbers between providers/employers if required within the contracted criteria applicable

We will also utilise our Regional Employer forums as part of the “governance process” for this project to report on the above as well as provide Chair and Vice Chair with an ongoing monthly report.

We intend to link the Employer feedback into our normal employer survey activity which in turn can be made available as well as provide additional research evidence for both SummitSkills and the developing Academy.

SECTION 5: SUSTAINABILITY

SummitSkills intends to sustain this activity in the following way:

All the learning and feedback from this project will be fed directly into the National Skills Academy which will take forward the demand led requirements for the sector. As the Sector Skills Council for the sector however, SummitSkills, working with its partner Energy & Utility Skills, will be keen to identify further funding opportunities to further invigorate the sector, support growth in the application of Low Carbon solutions and meet anticipated growth of skills requirements as customer demand grows.

This project is very much a first step that the sector employers and the National Skills Academy for Environmental Technologies will take forward to establish a coherent approach to how green training provision is developed, promoted and delivered. It will then transform the current system into one which is *accessible, progressive, quality-focused, demand-driven* and *recognised*:

- *Demand-driven*: providing new programmes and delivery models which are packaged to suit employer needs and impact positively on the bottom line
- *Quality focused*: designed to make the most impact and ultimately result in employees gaining skills, collaboration with key industry bodies to develop solutions
- *Accessible*: allowing employers to understand and access training to solve their needs, a network that breeds confidence in employers to commit to long-term investment in skills
- *Progressive*: facilities and services suitable for today and tomorrow's workforce, a modern infrastructure that drives continuous improvement at all levels
- *Recognised*: so if employers invest in it, it will be recognised as meeting the industry standards.

It will be an employer-led infrastructure that will drive the sector and its providers to become more effective in skills planning and accessing training. It will revolutionise the way providers and employers communicate on training issues and will deliver innovative solutions for the changing needs of business and the wider employment market. And importantly, it will provide a vital foundation from which the UK economy can build its low carbon future and compete on a world stage.

SECTION 6: FUNDING MODEL

The employer contribution will be collected in the following way:

- It is our intention to utilise the existing mechanisms within Provider operations to invoice and recover contributions from employers. SummitSkills will work closely with providers to monitor progress of program from sign up, through delivery to invoicing.
- Monthly meetings between Providers and our Regional Manager will cover all aspects of monitoring.
- Regional Managers from SummitSkills will also make progress links to individual employers and if required follow up any non payment issues in partnership with Providers.

FURTHER SUPPORTING INFORMATION

SummitSkills has researched and identified a clear gap in the market for the further development of Environmental Technologies. Current Government policies set ambitious targets for increasing the use of renewable energy, water conservation and reducing fuel poverty; however, the existing training and skills infrastructure for renewable and environmental technologies presents real barriers to achieving a successful low carbon transition. Therefore every opportunity to prepare using suitable project related opportunities or longer term and more sustainable options such as the National Skills Academy's must be taken up

Since coming into power, the coalition government has set out its Annual Energy Statementⁱ which sets out a number of key actions on climate change policy. Stating a firm commitment to renewable technology, the coalition laid out a number of intended actions that will lead to a direct requirement for a workforce adequately skilled in environmental technologies:

- A commitment to extend the Carbon Emissions Reduction Target (CERT) to the end of 2012, which involves increasing the target for the scheme by over 100 million lifetime tonnes of CO₂.
- A request to the Committee on Climate Change for advice on the scope for a more ambitious target for renewables.
- A commitment to publish a renewables delivery plan to drive faster deployment through the decade.
- Starting consultation on a new micro-generation strategy aimed at ensuring that these technologies reach their full potential to deliver low carbon heat and electricity in households and at community scales.

Prior to the new government, existing climate change strategies already commit the UK to positive action in relation to driving the use of renewables:

The *Low Carbon Transition Plan*ⁱⁱ is supported by the main political parties. It sets out how the UK will cut emissions to 2020 through the implementation of low carbon energy solutions. It estimates that by that stage, more than 1.2 million people will be in green jobs, seven million homes will have benefited from whole house makeovers, more than 1.5 million households will be supported to produce their own clean energy and around 40 percent of electricity will be from low-carbon sources.

Supporting this plan, the *UK Renewable Energy Strategy* describes how, by 2020, Britain will move to generating around 30% of its electricity, 12% of its heat and 10% of its transport energy from renewable and low carbon sources, promoting fuel security as well as carbon reduction.

Affecting house-building techniques is the Code for Sustainable Homes which sets out a national standard for reducing carbon emissions and water conservation. Teamed with revisions to the Building Regulations, this will impact heavily on the skills and technology needed for new house construction.

Before its scope was extended by the coalition government, a spend of £3.2 billion was laid out to help UK households become more energy efficient under the Carbon Emissions Reduction Target scheme. Feed-in Tariffs and the Renewable Heat Incentive, both set to reward homeowners for the generating their own heat or electricity, will increase the level of customer demand very quickly as the UK becomes more aware of the legislative requirements and financial benefits of going green.

Whilst incorporating renewable technology in new build construction projects presents a challenge in itself, the major task facing the country is retrofitting public, office and industrial

buildings and millions of homes to ensure they have suitably specified and properly installed environmental technologies. To do that, the building services engineering sector needs the capacity and capability to respond.

There is already recognition of the potentially overwhelming task ahead. A number of reports in the last year by the New Engineering Foundation, the Aldersgate Group and the House of Commons Environmental Audit Committee all reinforce the urgent issue of addressing the low-carbon skills deficit. In their view, to ensure competitive advantage, the UK must invest intelligently in training for skills that will be essential in the low carbon economy.
