

## Terms of Reference – SOWEC Skills Group

The SOWEC Skills Group has been established as part of a delivery programme with the overall aim of delivering the Scotland Vision and contributing to the UK Sector Deal delivery.

The Skills Group will ensure companies across the supply chain can access the skills they need now and in the future. To support this the group will ensure the relevant skills are available by understanding the skills demand, ensuring the skills supply is in place in advance of industry demand. The group will also ensure alignment with the Sector Deal Investment in Talent Group and recognition of Scotland's unique skills system. A final strand will be sector recruitment and attractiveness including STEM (Science, Technology Engineering and Maths)

The SOWEC Skills Group will be comprised of representatives of the Clusters, College and University sectors, relevant agencies and other relevant organisations as required. The remit of the Skills Group is to be focussed to fulfil the following tasks on an ongoing basis:

### 1. Workstream A

Understand Skills Demand – work with SOWEC Leads and Cluster Leads to undertake a baseline study to better understand future skills demand.

### 2. Workstream B

Skills Supply (Capability and Capacity) – work with Skills Group members and SOWEC to ensure the skills capability and capacity is in place to ensure employers can access the right skills in the right place and at the right time.

### 3. Workstream C

Sector Recruitment and Attractiveness – work with Skills Group members and SOWEC to promote the Offshore Wind Sector as a career of choice, recognising the significant role of the supply chain. Inspire future talent by engaging with the Scottish Government's STEM Strategy and STEM Hub Partnerships.

### 4. Workstream D

Diversity in the Workforce: Increase diversity in line with Sector Deal targets for women and BAME representation in the workforce.

### 5. Workstream E

Engage with the UK Investment in Talent Group priorities and ensure Scotland's unique skills system is recognised when developing skills interventions.

**Frequency:** The group will meet 4 times per year, with ad hoc meetings/conference calls as required.

**Governance:** The Skills Group will be Chaired by an individual who attends SOWEC to act as link from the group. Where necessary, the Chair will escalate issues to SOWEC for resolution or further action.

**Agendas:** Agendas and Action logs will be prepared by the Work Group lead in coordination with the SOWEC PMO.

**Membership List:**

18 July 2019

Jim Brown - Skills Lead

Roddy Scott - Energy Skills Partnership (ESP)

Paul O'Brien - Deep Wind Cluster

Ross MacKenzie - Forth and Tay Cluster

Isla Robb – Scottish Enterprise

David Reid – Highlands and Islands Enterprise

Rob Orr – Skills Development Scotland

University Sector - Universities Scotland to nominate

Oil and Gas Technology Centre - Stephen Sheal