

BWEA31



20-22 October 2009 Liverpool

Skills Summit



BWEA31 organised by



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BWEA would like to express thanks to all event sponsors, particularly the core sponsor, Envirolink Northwest.

BWEA events are organised by the industry for the industry. All proceeds are generated back into developing the UK wind, wave and tidal energy industry.

Without the support of its sponsors BWEA would not be able to produce events to such a high standard.

Envirolink Northwest

Envirolink Northwest supports the growth of the renewable energy, energy efficiency and other environmental technology and service related supply chains in England's Northwest. Funded by the Northwest Regional Development Agency, its goal is to promote the renewable energy sector in regional, national and international markets, increase workforce knowledge and skills and raise levels of innovation.

Envirolink Northwest has, over the years, worked closely with BWEA in order to drive the sector forward and is delighted to be sponsoring the 31st annual conference, which will be a crucial event to galvanise the renewable industry at a time of huge opportunity in the UK.



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Contents

About BWEA 2
Welcome 3

Agenda 4

Skills Summit background 6
Skills Summit Panel 9
Skills Summit Roundtable Delegates 11
Future Directions 13



BWEA

BWEA is the UK's leading renewable energy trade association. Established in 1978, BWEA now has over 500 corporate members active in the UK wind, wave and tidal stream energy industries. BWEA is at the forefront of the development of these sectors, protecting members' interests and promoting their industries to Government, business and the media.

BWEA plays a crucial role in bringing together all the key players around the vital issues affecting industry through its working groups and events. Members of BWEA range from the small independent companies to the largest international corporations, providing us with a united and representative voice and offering members fantastic networking opportunities.

For information on how to join the UK's leading renewables association, please visit the BWEA stand and speak to a member of the team. More information is also available on the web, www.bwea.com.

BWEA Member Benefits

Policy development

- Intelligence from industry specific political briefings
- Opportunity to influence BWEA responses to public consultations
- Participation in BWEA meetings, workshops and seminars
- Access to BWEA working groups

Business development

- Networking opportunities with leading industry players
- Permission to use BWEA logo on member's own promotional material
- Industry specific press releases
- Promotional materials and standardised industry information
- Discounts on exhibition space and entry at BWEA events and conferences
- Member listings and job advertisements on BWEA website

Market information

- Daily media monitoring on wind and marine renewables industries
- Quarterly magazine Real Power
- Research and statistics produced by BWEA
- Privileged access to members only area of BWEA website including UKWED; BWEA's own comprehensive database on wind energy developments throughout the UK

BWEA's Sponsoring Members



Welcome to BWEA31

Our annual conference and exhibition, BWEA31, is set to be our biggest event yet. It will bring together wind, wave and tidal energy stakeholders from all over the world to Liverpool, crowning a tremendous 12 months since we met in London last year. During the three days of BWEA31 we will have key political decision makers, industry figures and stakeholder representatives address our delegates, and the panel debates promise lively exchange of views on all topics of interest to the wind, wave and tidal sectors. Leave ample time for the exhibition: we have well over 200 companies exhibiting this year, which makes it BWEA's largest show to date. This year the event is sponsored by Envirolink Northwest, who support the growth of the renewable energy, energy efficiency and other environmental technology and service related supply chains in England's Northwest region.



BWEA is delighted to host the first renewable energy Skills Summit in the UK at BWEA31. Creating UK jobs and providing education and opportunity for young people are issues that can only be achieved through long term strategic action. BWEA's vision is for the UK wind and marine industries to become a net exporter of skilled personnel; relying on the import of recruits is unsustainable in the long-run. Investment in a UK talent pool goes hand in hand with building up a UK supply chain for the wind and marine industries. With a combination of strong political support, recognition of the UK as the global centre of expertise in offshore development and the establishment of a stronghold of supply chain manufacturing clusters, the UK could benefit from the creation of 60,000 wind and marine energy jobs by 2020.

The Summit is a first for bringing together senior representatives from the industry and influential stakeholder organisations to formalise their commitment to addressing skills shortages faced by the renewable sector. Collaborative work here is key. Indeed over the past year industry members have embarked on some fantastic work – from the design and launch of a renewable energy industry reward survey through to their work on developing the content for National Occupational Standards and the planning of the Renewable Energy Apprenticeships Programme. The dedication of resources by skills bodies, other stakeholders and businesses is key to continuing progress. Devising new initiatives tailored to meet industry's skills needs is important for delivering the Government's commitment to deliver 30% renewable electricity by 2020.

I wish you an inspiring and enjoyable Summit and urge you to make the very most of it.

Maria McCaffery MBE

Chief Executive, BWEA

Agenda

Overall programme

Wednesday 21 October 2009

Time	Item
9.00 – 9.10	Maria McCaffery, CEO of BWEA <ul style="list-style-type: none"> • Welcome
9.10 – 9.25	The Rt Hon Lord Whitty, Skills Summit Chair <ul style="list-style-type: none"> • Welcome Speech
9.25 – 9.40	Frank Corrigan, Director of Strategy, Energy & Utility Skills <ul style="list-style-type: none"> • Engagement and Influence
9.40 – 10.00	Dr Gordon Edge, Director of Economics and Markets, BWEA <ul style="list-style-type: none"> • Sector Skills issues and the work of the Skills and Education Strategy Group since BWEA30 • Sector Skills Accord Instructions
10.00 – 11.15	SUMMIT SPLITS INTO ROUNDTABLE FORMAT
11.15 – 11.40	Summary of Roundtable discussions, Skills Accords and Q&A <ol style="list-style-type: none"> Chair A: Chris Ehlers, Divisional Managing Director of Renewable Energy, Siemens Plc Chair B: Paul Cowling, MD RWE Npower Renewables
11.40 – 11.50	Charles Rose, Chair of the SESG, Chairman of the Hainsford Group <ul style="list-style-type: none"> • Future Directions: Strengthening the relationship between Universities and Businesses
11.50 – 12.00	The Rt Hon Lord Whitty <ul style="list-style-type: none"> • Conclusions
12.00 – 12.30	Networking Lunch & Close

Roundtable discussion

10.00 – 11.15am

Table	Item
Table A Apprenticeships	i) Chris Ehlers: Roundtable Chair, Divisional Managing Director of Renewable Energy, Siemens Plc <ul style="list-style-type: none"> • Setting the scene and introductions ii) Jim Brown, Scottish Government: <ul style="list-style-type: none"> • Qualifications and learning – making it happen iii) Simon Waugh, CEO National Apprenticeships Service <ul style="list-style-type: none"> • The role of the National Apprenticeships Service <p>Sector Skills Accord review and sign off</p>
Table B Careers and STEM education outreach	i) Paul Cowling: Roundtable Chair, MD RWE Npower Renewables <ul style="list-style-type: none"> • setting the scene and introductions ii) Paul Allen, Managing Director, CAT <ul style="list-style-type: none"> • Centre for Alternative Technology education outreach iii) Blair Ainslie, CEO Skills for Energy <ul style="list-style-type: none"> • Skills for Energy <p>Sector Skills Accord review and sign off</p>

Skills Summit background

Skills Gaps Faced by the UK Wind and Marine Energy Industry

In October 2008, the Bain Report commissioned by BWEA to analyse the labour market for the wind and marine industries was released. This Report provided not only an overview of the workforce of today, documenting where employers are finding it difficult to recruit; but also provided projections for the scale of potential employment opportunities for the future.

The UK faces a significant demand/supply imbalance in the wind and marine labour market already, and the sector continues to grow. The current level of employment in the sector stands at 5,500; to meet UK generation targets the wind and marine energy value chain could provide up to 60,000 direct jobs by 2020. The two key areas where skills shortages are most acutely felt are in recruiting turbine technicians and Professional Engineers. As industry's growth accelerates, the number of specialist roles will become even more difficult to fill.

Developing strategies to address the skills gap

The BWEA Skills and Education Strategy Group, formed of 20 corporate members was established in 2008. The strategic aims of the group to address the issues highlighted by the Bain Report are as follows:

- i) Developing a National Renewable Energy Apprenticeships Programme for training technicians
- ii) Clarifying career pathways into renewables with a focus on encouraging the next generation of students to become engineers
- iii) Strengthening Higher Education and business relationships.

BWEA recognises that a number of excellent initiatives are being established by external stakeholders across the UK. The concern of the Strategy Group is that these are not sufficiently joined up in their approach.

Continued commitment needed from all stakeholders

Whilst work is starting to take place on each of these work-streams, it is essential to secure the long-term commitments of key stakeholders to ensure their success.

The aim of the Skills Summit is to formalise such commitments on part of companies and the external stakeholders noted above in the form of two Sector Skills Accords.

What is a Sector Skills Accord?

Each wind and marine energy sector Skills Accord sets out the commitments of specific stakeholder groups to ensuring that a specific skills issue is systematically addressed. Organisations that support the Accord, and are dedicated to driving action can sign up to the voluntary commitments therein.

The Skills Accords are not intended to be legally-binding documents but represent the intention of their supporters to ensure that the future skills needs of the wind and marine energy industries will be met.

Who developed the content of the Sector Skills Accords?

The draft form of the two Skills Accords that are being presented at the BWEA31 Skills Summit have been developed through months of stakeholder consultation. The content of the Sector Skills Accords will be finalised through the inputs of the senior stakeholder representatives who are attending.

Further signatories can join up to the Accord after the 21st of October to support the initiatives that the Accords set out. However, such late signatories cannot change the content of the Accords.

Overview of the Skills Accords

Sector Skills Accord (I): Renewable Energy Apprenticeships

Sets out the strategy to address the shortage of qualified and experienced renewable energy technicians.

Corporate members of BWEA, the Sector Skills Councils, Awarding Bodies and other stakeholders have been working together throughout 2009 with the ambition to launch the training of the first cohort of large-scale wind energy service technicians through a tailored apprenticeship route in September 2010. One of their first achievements has been to put together National Occupational Standards (NOS) for this specific industry role. As the cornerstone to all formal qualifications, the development of NOS is very important and the collaborative efforts of those involved must be highlighted. However, for a full Renewable Energy Apprenticeships Programme to be successfully put into practice, continued medium to long term future commitments need to be secured from central Government, the Devolved Administrations, skills bodies from across the four nations, employers and training providers alike. This Skills Accord sets out what commitments are essential for such a national framework to be successfully set up for the wind and marine energy industries.

Sector Skills Accord (II): Renewable Energy Careers and STEM Guidance

Sets out a long term strategy to address the shortage of Professional Engineers available to wind and marine energy businesses.

A core understanding of Science, Technology, Engineering and Mathematics (STEM subjects) underpin most roles in the wind and marine energy industries. Employers in all sectors are faced with a shortage of UK recruits with a firm grounding in these subjects. The problem is embedded in the education system where School and University students alike are not taking up STEM subjects as readily as other subjects.

Harnessing the enthusiasm that members of the public and young people in particular, have for environmental issues and renewable energy should be utilised to increase in the number of learners choosing 'STEM' subjects at all stages of education. This will benefit employers and the entire industry, in the long-run, ensuring that they have a large talent pool to draw on for the future.

This Skills Accord proposes concrete steps to be taken now to increase the number of viable candidates who can enter roles within the wind and marine energy industries in the medium to long term. The engagement and early commitment of key stakeholders to the following vision will play a key part in enabling industry to deliver the low carbon agenda.

Skills Summit Panel

Welcome Address

Maria McCaffery, Chief Executive, BWEA

Maria McCaffery was appointed Chief Executive of BWEA in June 2006.

Prior to this she was Director General of the Institute of Export, and previously international Director at The British Chambers of Commerce. Both of these roles required close and regular contact with government, and she has also served on a succession of government advisory groups, including an ongoing role with UK Trade & Investment. She was awarded an MBE for services to British exporters in the 1999 New Year Honours.

Between 1978 and 1988 Maria worked in the chemical industry and obtained a joint honours degree in Management and Chemical Sciences from UMIST, specialising in alternative and renewable energy systems, and has remained passionate about the subject ever since.



BWEA31 Skills Summit Chair

The Rt. Hon. Lord Whitty, Chair of Consumer Focus

Consumer Focus is the statutory organisation campaigning for a fair deal for consumers in England, Wales, Scotland, and, for postal services, Northern Ireland. Lord Whitty has strong experience in the trade union movement and the Labour Party, and he served as General Secretary of the party from 1985 to 1994. During that period he was heavily involved in policy development on social and environmental issues, including access for low-income groups to public and private services. Lord Whitty has held the position of Minister for Transport in the Department for Environment, Transport and the Regions and Minister for food, farming and sustainable energy in Defra, including the delivery of improvements to those in fuel poverty. He takes a strong personal interest in issues of sustainability, access to services for low-income groups (particularly for housing, education and transport, and financial services), and corporate accountability for social and environmental impacts on consumers and the wider community.



Keynote address

Frank Corrigan, Director of Strategy EU Skills

Frank Corrigan works for Energy & Utility Skills as Director of Strategy and Development. His work involves working with a team to deliver national employer engagement, national government policy engagement and developing long term creative solutions towards achieving the skills our industries need, now and in the future. Energy & Utility Skills is the Sector Skills Council for the gas, power, waste management and water industries, licensed by government and working under the guidance of the UK Commission for Employment and Skills (UKCES).



Dr Gordon Edge, Director of Economics and Markets, BWEA

BWEA's Skills and Education Strategy – an overview

Dr Gordon Edge has had a varied career in energy, initially in academia, followed by journalism, and now advocacy for the wind energy industry. At the start of 2004 he joined BWEA, initially as Head of Offshore. In all his roles, he has had a strong interest in the economic and business aspects of energy, which made his move to being BWEA's Director of Economics and Markets a natural one.



Roundtable Delegates

Renewable Energy Apprenticeships Programme Roundtable Chair

Chris Ehlers, Divisional Managing Director of Renewable Energy, Siemens Plc

Chris Ehlers has been Divisional Managing Director of Renewable Energy within Siemens plc, UK since 2007. Siemens has installed around 1300MW of operational wind turbines in the UK and more than 1000MW (on- & offshore) are under installation. Chris joined Siemens AG as Sales Director fossil-fired power plants for the Middle East in 2005 and has 12 years experience in the power generation industry. Previously, he was Head of Procurement & Logistics with Hitachi Power Europe GmbH (formerly part of Babcock Borsig AG). During his time with Babcock Borsig, Chris delivered power plant projects in Europe, Middle East and China, where he lived for 2 years.

He has a degree in Mechanical Engineering from the University of Applied Sciences Lübeck and holds a MBA from Instituto de Empresa Business School, Madrid. During his studies he worked on renewable energy projects in South Africa and Brazil. Chris is married and has one son.



Renewable Energy Careers and STEM Outreach Roundtable Chair

Paul Cowling, Managing Director, RWE Npower Renewables

Paul is a Chartered Engineer with broad experience of the energy industry including generation and retail, he has been employed within the Electricity Supply industry since gaining his bachelor's degree in Mechanical Engineering from Loughborough University. Prior to his career in renewables he held a number of senior management roles within the broader organisation including Npower retail division, a three year assignment in Chicago, USA, Engineering, Supply Chain Management and Power plant Operations and Maintenance. Paul joined the Npower renewables business as Head of Development where he was responsible for all new renewable development activity for Onshore and Off shore Wind, Hydro and Marine technologies. In February 2008 following the formation of RWE Innogy, the RWE groups dedicated renewable energy business, he was appointed as Managing Director of RWE Npower renewables the UK arm of RWE Innogy.



Renewable Energy Apprenticeships Programme Roundtable

BWEA Skills & Education Strategy Group Facilitators

Lorraine Hubbard, Training Officer, Siemens UK Windpower

Steve Clarke, UK Content Manager, Mainstream Renewable Power

Active contributors to discussion of Skills Accord

Chris Streatfeild, Director of Health and Safety, BWEA

Bryan Grinham, Managing Director, Nordex UK

Rick Eggleston, Managing Director, REpower UK

Ryan Sadler, Head of Training and Development, Scottish & Southern Electric

David Rodger, Senior Development Manager, Vattenfall UK

Dave Hughes, Head of Professional Development, E.ON Engineering Academy

Frank Corrigan, Strategic Director, EU Skills

Mike Phillips, Business Manager, City & Guilds

Simon Waugh, CEO, National Apprenticeships Service

David Newborough, Chair, shadow National Skills Academy for Power

Jim Brown, Scottish Government

Rob Orr, Strategic Relations Manager Energy, Skills Development Scotland

Gerard McGovern, Chair, European Windskill initiative

Jonathan Mackey, Assistant Director, Raising Employer Demand for Skills, Skills Directorate, DBIS

Renewable Energy Careers and STEM Guidance Roundtable

BWEA Skills & Education Strategy Group Facilitators

Rachel Disney, HR Manager, RWE Npower Renewables

Sarah Lewis, HR Manager, E.ON

Active contributors to discussion of Skills Accord

Dr Gordon Edge, Director of Economics & Markets, BWEA

Charles Rose, Acting Chair, Skills & Education Strategy Group

Rob Sauven, Managing Director, Vestas Technology UK

Paul Allen, Managing Director, Centre for Alternative Technology

Gary Robinson, Head of HR, RES Ltd

Gareth Davies, Managing Director, Aquaret

Stuart Weaver, Manager, EcoTech Centre

Bernie George, Welsh Assembly Government, Department for Children, Learning & Life Long Skills

Blair Ainslie, CEO, Skills for Energy,

Rachel Crossly, Business Engagement Manager, STEMNET

Sue Gill, Project Director, National Skills Academy for Power

Future Directions

Charles Rose, Acting Chair of BWEA's Skills and Education Strategy Group

The BWEA31 Skills Summit is an excellent start to addressing skills issues of our sector. Nonetheless there is plenty of future work to be done both on the work – streams noted in the Skills Accords but in other areas too. One particular issue that will most definitely be on the agenda for the Skills and Education Strategy Group in 2010 will be building closer ties with Higher Education providers.

Charles Rose is Chairman of Hainsford Group Limited a UK based developer owner and operator of wind parks, and until April 2009 was Vice Chairman of the BWEA. Hainsford companies were among the early developers of UK wind parks with its earliest project being built in 1992 under the NOFFO scheme, when the latest technology was a 300kW wind turbine. Hainsford has consistently been interested in the development of new technology and in 2009 received consent to build the largest on shore wind turbine in the UK. During 17 years as an independent developer Hainsford has been active in the UK, Europe and South Africa. In a wider context Hainsford has played an active role in the promotion of the North East as a centre of excellence for the development of technologies and services aimed at the renewable energy industries. Charles holds B.Sc and MBA degrees for the Universities of London and Cranfield respectively and lives in London.



Thank you for your support

Finally, BWEA would like to express their gratitude for your attendance at the BWEA31 Skills Summit. We hope that you have found participating in this event a valuable experience. To keep you involved, Fruzsina Kemenes, Skills and Education Policy Officer will provide you with quarterly updates on the outcomes of the work sparked by the Skills Summit throughout 2010.

2010 events calendar

JANUARY	BWEA Health & Safety 2010 26 January 2010 – Hilton Hotel Deansgate, Manchester, UK <ul style="list-style-type: none">• Free for all BWEA members to attend• Book exhibition space before 30/10/2009 for 10% discount• Call for abstracts – deadline 30/11/2009
MARCH	BWEA Wave & Tidal 2010 4 March 2010 – QEII Centre, Westminster, London, UK <ul style="list-style-type: none">• Book exhibition space before 30/10/2009 for 10% discount• Call for abstracts – deadline 30/11/2009
APRIL	International Small Wind Conference 27 – 28 April 2010 – The Science Centre, Glasgow, UK
JUNE	BWEA Offshore Wind 2010 30 June – 1 July 2010 – ACC Liverpool, UK <ul style="list-style-type: none">• 3,725 m² of exhibition space• Book exhibition space before 30/10/2009 for 10% discount• Call for abstracts – deadline 28/02/2010
NOVEMBER	BWEA32 Annual conference and exhibition 2 – 4 November 2010, SECC Glasgow, UK <ul style="list-style-type: none">• 10,000 m² of exhibition space• Call for abstracts – deadline 30/06/2010
TBC	BWEA Cymru 2010 Date and venue to be confirmed