

Green Jobs Taskforce Update

23 January 2023

Agenda

1. Recap
2. Research Findings
3. Emerging Recommendations
4. Next Steps

Green Jobs Taskforce Recap

Green Jobs Taskforce Overview

What: Create a Green Jobs Taskforce, chaired by the Mayor

Why: Position WY as a leader and set out deliverable actions, underpinned by evidence, to deliver the skills and jobs needed to address the climate emergency and create 1,000 good, well-paid jobs for young people.

Who: Diverse representation of businesses, education & training providers, third and public sector as well as including young people's voices.

When: Last meeting took place on 4th October, the fourth and final one is planned to take place on 31 January.

Definition

In line with the national Green Jobs Taskforce, West Yorkshire Combined Authority uses the governments definition of green employment:

‘employment in an activity that directly contributes to - or indirectly supports - the achievement of West Yorkshire’s net zero emissions target and other environmental goals, such as nature restoration and mitigation against climate risks’.

Green Skills Task Force Progress Update

Key Activity	Objective	Progress
Taskforce commissioned WPI to undertake research	Gain clear picture of WY's green economy. Develop recommendations for green economy activity.	Complete
Deliver Youth Engagement Programme	Introduce green jobs & employers to 50 young people from across WY and engage in meaningful debate about green skills.	Complete
Deliver Task & Finish Groups on green skills and workforce & demand	Deep dive discussions around green skills and employment provision to shape emerging recommendations in these areas.	Complete
Recommendation workshops	To narrow down recommendations of the taskforce ahead of the final meeting.	Complete

Research Findings from WPI Economics

- There were an estimated 73,400 green jobs in West Yorkshire in 2021. Currently, the policy areas with the largest number of green jobs are power, homes & buildings and green professional & research services.
- West Yorkshire has 98,275 jobs in carbon intensive sectors (9.2% of WY employment) that will need to change substantially due to the transition.
- Equality, diversity and inclusion:
 - 13% of people in employment in West Yorkshire in the sectors highly exposed to transition are non-White versus 11% nationally.
 - National data suggests that the carbon intensive industries have relatively more male employees, with female workers accounting for only 23% of the employees and the ratio is similar for West Yorkshire.
- Under a central scenario, total employment in the green economy is expected to double between 2020 and 2030, with net growth across all the sectoral categories.
- See slide 15ff for the complete WPI Economics slide pack.

Research Findings from the Green Skills Youth Programme

- 174 young people from across Leeds, Bradford, Wakefield, Kirklees and Calderdale, aged 4-17 years old were involved in the programme.
- The number of students that rated their understanding of the range of green jobs available across the region as excellent increased more than ten times between the start and end of the programme.
- 82% more students stated they are interested in pursuing a green job after the event.
- The students involved perceived green jobs as low paying, hard jobs and acknowledged that a lack of knowledge around the range of green jobs available would be a barrier for applying to one.
- The most popular methods of getting career information out to young people are: lessons, events, talks within schools, advertisements across websites, social media and TV.
- According to the students, the positive environmental and social impact they could have in green jobs would be key to inspire and attract young people to green jobs, other than monetary incentives.

Policy in Development: Taskforce and research feedback themes

Individuals = Inspire the future workforce

- There is a requirement around career inspiration and information around opportunities in and pathways for the green economy.
- There is also a requirement for the existing workforce to learn about upskilling / reskilling opportunities while businesses transition towards net-zero.

Educators = Train the future workforce

- Education and training providers require support to review and update their course offer and curricula to respond to the needs of the growing green economy, especially where demand is slow to build up.
- Support recruitment and retention of expert staff.

Businesses = Decarbonise by upskilling/reskilling the workforce

- Businesses require support to develop and upskill their workforce to support decarbonisation of the business, mitigate risk from a transitioning economy and maximise future opportunities.
- Some sectors, such as retrofit, manufacturing and green finance may require / warrant specific support to realise opportunities, reflect strengths or counter risk.

Policy in Development: Draft High-Level Recommendations

1. Inspire and inform young people, from key stage 1 & 2 onwards, about opportunities and career pathways within the green economy.
2. Facilitate easy access to green skills and job information, career pathways and job opportunities for young people and adults to make informed decisions.
3. Embed engagement of the target group when designing initiatives (e.g. young people for development of CEIAG, workforce for reskilling/upskilling initiatives to support decarbonisation).
4. Support education and training providers to build a curriculum that responds effectively to the needs of businesses in, and transitioning to a net-zero carbon economy; including building capacity to attract, develop and retain expert staff.
5. Enable businesses to access support to decarbonise and attract, develop and retain talent to enable a just transition.
6. Strengthen current and potential West Yorkshire specialisms to stimulate demand and create green jobs, exploring opportunities in manufacturing, green finance and retrofit in the first instance.
7. EDI: Any interventions put forward must have ambitious targets addressing concerns around Equality, Diversity and Inclusion; in particular around attracting more women and people from BAME backgrounds towards careers within the green economy and the workforce most exposed by a transition to net-zero.

Delivery

- A tangible action plan will sit underneath the high-level objectives.
- This will take account of existing and planned activity within the Combined Authority and across our partners.
- Interventions are being worked up to aid the progress of the recommendations, these will be outlined as part of the action plan and next steps, they will prepare the economy, education and labour market to become a net-zero carbon economy by 2038. These include:
 - Employer Support interventions
 - Curriculum Development interventions
 - Careers and Inspiration interventions
- Interventions will be developed as part of skills packages and taken through the Combined Authority assurance process at pace. The first intervention will be employer support for businesses and curriculum development.

Additional Feedback from the Workshops

- As well as having a standalone recommendation around the specific EDI challenges highlighted by the research, it should be a key feature across all recommendations and activities derived from them.
- The need for an ambitious delivery plan, taking account of existing or planned activity, needs to sit underneath the high-level recommendations.
- Further research, as required, to develop understanding of cluster of green jobs activities and demand for skills.

What next?

- 06.02.2022 Last Green Jobs Task Force Meeting
- Early 2023 Green Jobs Taskforce report launch

WPI Economics Research Findings Presentation

Please note, the following slides from WPI Economics present the research findings of the consultants and are not necessarily reflective of the Combined Authority's position.



Green Jobs and Skills in West Yorkshire

23rd November 2022

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Prepared by WPI Economics: The following slides present the research findings of the consultants and are not necessarily reflective of the Combined Authority's position.

Green Jobs and Skills in West Yorkshire

Research questions

1. What is a green job?
2. How many green jobs are there in West Yorkshire now and will there be in the future?
3. What skills are in demand for these jobs, and what related further education / apprenticeship qualifications are being achieved in West Yorkshire?
4. What jobs are at most at risk from decarbonisation?
5. Implications / recommendations for employment and skills provision and wider green economy strategy

Green jobs in West Yorkshire now

What is the green economy / green jobs

- Range of definitions of the **environmental** or **low-carbon** sectors available; what definition should be used depends on the purpose:
 - i. Environmental Goods and Services Sector (EGSS)
 - ii. Low Carbon and Renewable Energy Economy (LCREE)
 - iii. Low Carbon and Environmental Goods and Services (LCEGS) Sector
 - iv. Task-based approaches.
 - v. International Labor Organisation definition.
 - vi. “Mission-based” definition following Green Jobs Taskforce
- The terms **green jobs** and **green economy** are directly linked to policy goals
- We therefore recommended a practical “mission-based” definition:

Green jobs are those jobs that facilitate meeting net zero and broader environmental goals
- For analytical purposes we split this into policy areas such as “Homes and Buildings” and “Green Professional and Research services”

Quantifying green jobs



We calculate the number of green jobs using the Low Carbon Environmental Goods and Services (LCEGS) sector dataset produced by kMatrix and commissioned regularly for London by the Greater London Authority. This dataset:

- includes a broader set of activities than official definitions and includes the supply chain for green activities
 - e.g. wind sector includes those companies which develop and install the systems integration software enabling the power generated though turbines to be integrated into the National Grid)
- includes all green jobs, including in firms that are not wholly part of the green economy
 - e.g. activity within large companies seeking to identify ways to reduce environmental impact, even where the company's activity itself is not part of the green economy)

We identify the top occupations in the green economy by combining a green economy taxonomy developed by WPI and The Data City with the Lightcast staffing matrix, based on official ONS data sources

Estimated green jobs in West Yorkshire, 2021

Green policy area	Number of jobs in West Yorkshire (2021)	Proportion of green jobs in West Yorkshire	Proportion of all jobs in West Yorkshire	Proportion of all jobs in England
Climate adaptation	2,300	3%	0.2%	0.2%
Green professional and research services	9,500	13%	0.9%	0.8%
Homes and buildings	20,800	28%	1.9%	1.7%
Industrial decarbonisation	8,500	12%	0.8%	0.7%
Low carbon transport	5,200	7%	0.5%	0.4%
Natural environment	700	1%	0.1%	0.1%
Power	21,100	29%	2.0%	1.8%
Reduce, reuse, recycle and repair	5,300	7%	0.5%	0.4%
Total	73,400	100%	6.9%	6.1%

Source: WPI Economics calculations based on data supplied by kMatrix on their Low Carbon Environmental Goods and Services methodology, and ONS Business Register and Employment Survey for total employment local authority area

Green occupations and skills – key findings

- Our occupational analysis suggests a broad spectrum of occupations are represented in the green economy in West Yorkshire. Many jobs are greening as the economy transitions – the trend is not solely focused on particular sectors.

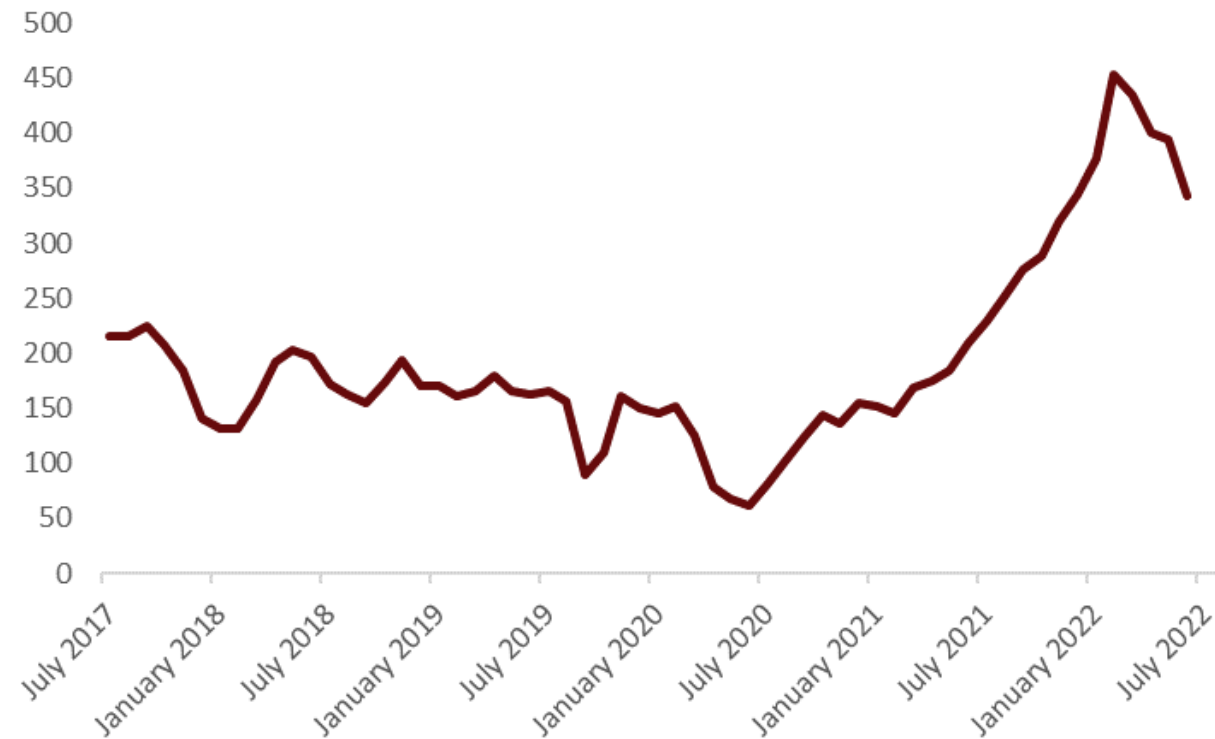
Occupations with highest shares of green jobs within the West Yorkshire green economy – top 10

	Occupation	Proportion of jobs that are green in each occupation	Number of green jobs in West Yorkshire
1	Conservation professionals	100%	426
2	Environment professionals	100%	1285
3	Conservation and environmental associate professionals	100%	410
4	Waste disposal and environmental services managers	62%	175
5	Refuse and salvage occupations	44%	874
6	Quality assurance technicians	15%	146
7	Scaffolders, staggers and riggers	12%	124
8	Chemical scientists	10%	69
9	Other skilled trades not elsewhere classified	8%	90
10	Printers	7%	107

Substantial growth in green job postings through pandemic

Total green job postings per month in West Yorkshire (based on Lightcast green job titles)

Unique job postings in month



Green occupations and skills – key findings

- Our occupational analysis suggests a broad spectrum of occupations are represented in the green economy in West Yorkshire. Many jobs are greening as the economy transitions – the trend is not solely focused on particular sectors.
- These green occupations tend to have a lower proportion of workers from BAME groups relative to other occupations – 7% versus 14% (although data only available at UK level)
- Our analysis of specialised, technical skills reveals that green jobs require a wide range of skills that go beyond and complement green skills, reflecting the broad nature of the green economy:
 - We find that environmental engineering and consulting are some of the most prominent “green skills” required in green jobs.
 - However, a wide range of other specialised skills feature prominently among green jobs, such as civil engineering, marketing and procurement.
- 5% of further education achievements in 2021 in West Yorkshire were directly related to the top 20 green occupations, with the majority of achievements in a range of construction, engineering, electrical and science-based courses.
- We identified a list of 147 apprenticeship courses registered in the UK that fall within our definition of the green economy, of which there was least one achievement in West Yorkshire for 22 of those courses last year.

Green jobs in West Yorkshire in the future

Projections for growth in jobs

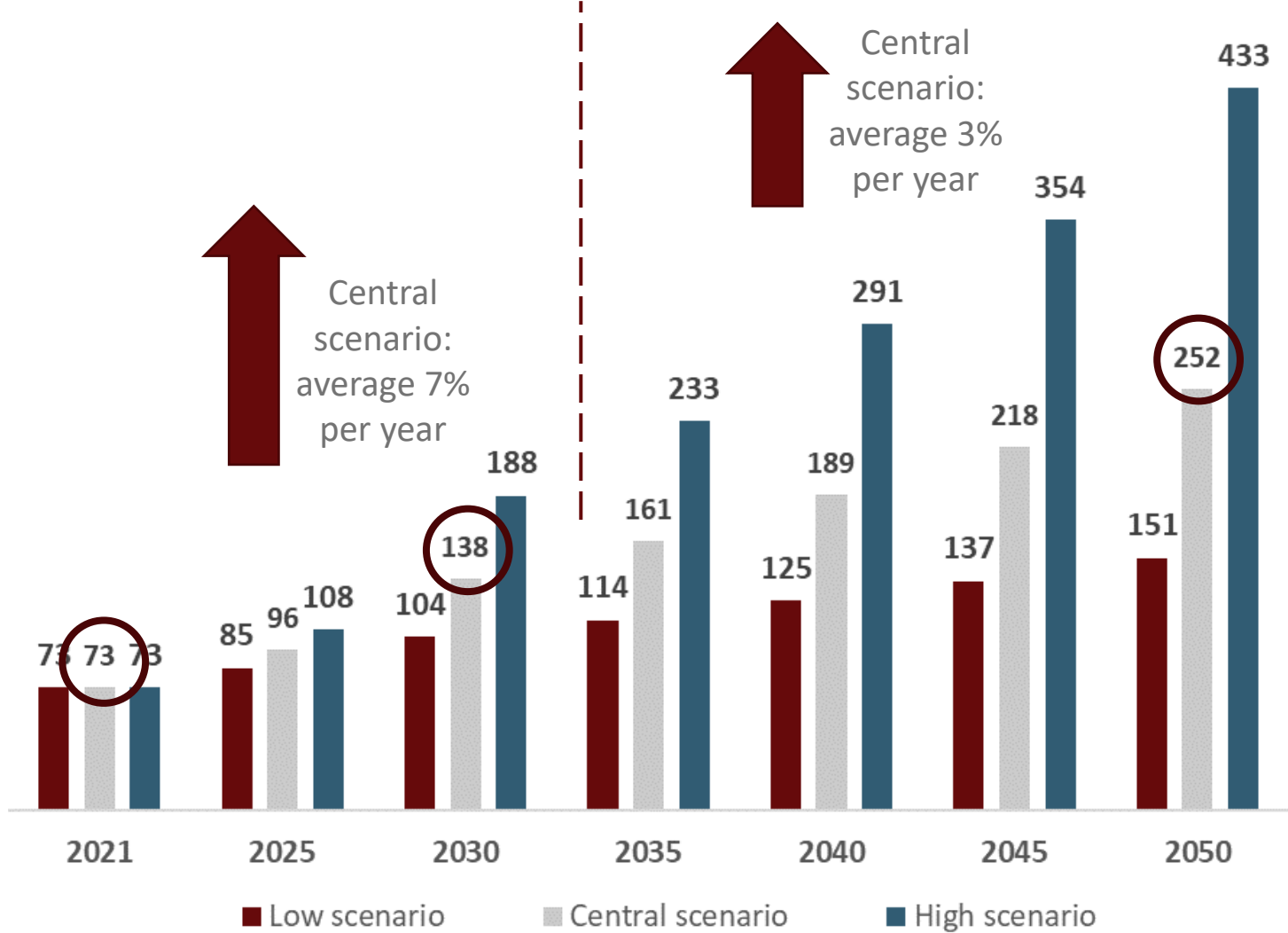
Wide range of sources for anticipated growth rates. Key sources:

- **CCC (2017):** UK business opportunities of moving to a low carbon economy
- **LGA / Ecuity (2020):** Local green jobs - accelerating a sustainable economic recovery (Modelling based on National Grid Future Energy Scenarios)
- **National Grid (2020):** Building the net zero energy workforce

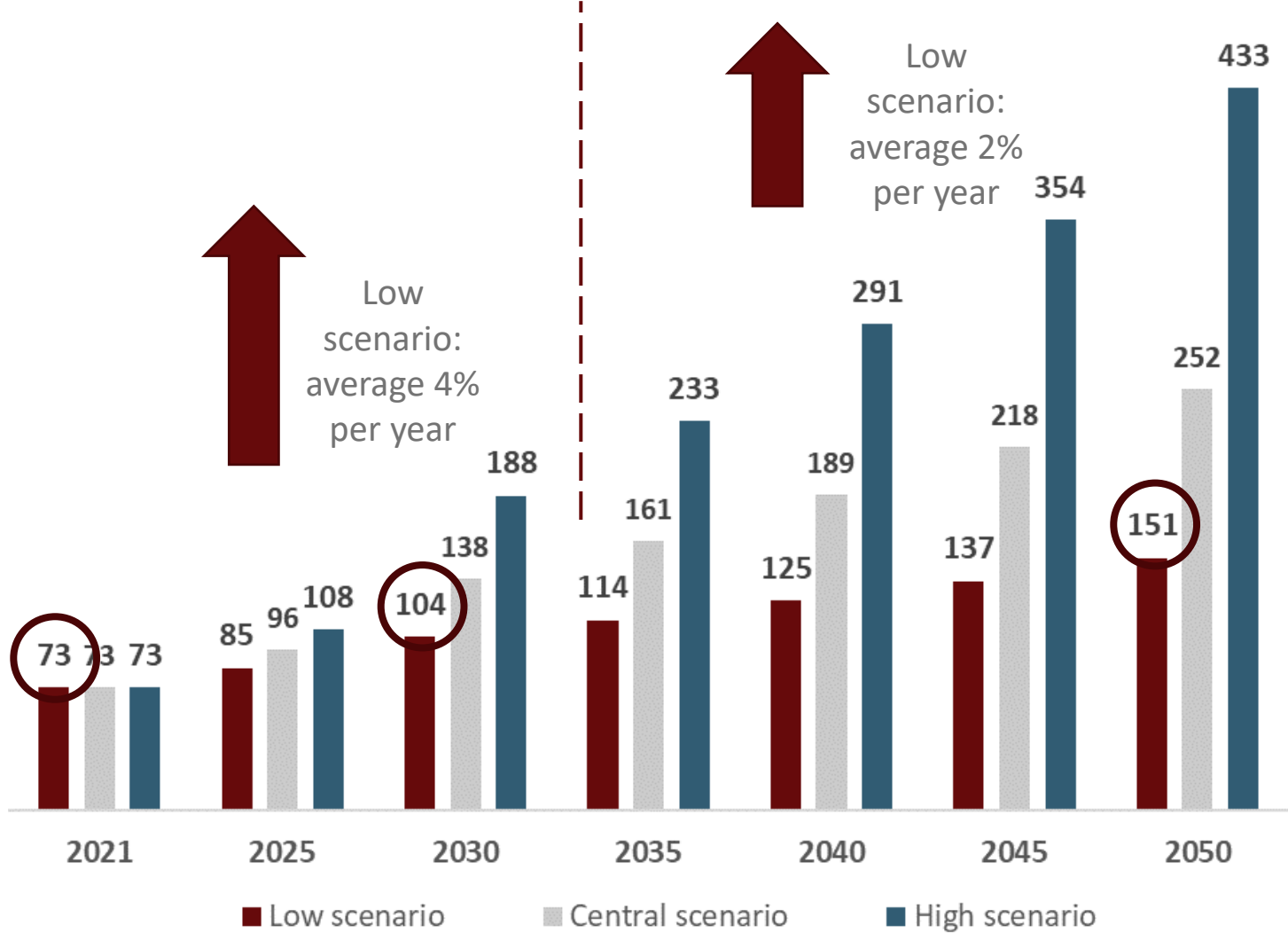
Three scenarios – central scenario and a low and high representing issues such as:

- **Low:** Skills shortages, lower uptake rates, less effective policy
- **High:** West Yorkshire capturing greater shares of domestic market for all sectors and international market for exportable green services

Scenarios for projections of total green jobs in West Yorkshire (thousands)



Scenarios for projections of total green jobs in West Yorkshire (thousands)



Impact on net jobs / jobs at risk from decarbonisation

Estimated impact of net zero policies on net employment in West Yorkshire

As well as additional jobs, non green jobs will become green jobs, while others will cease to exist; how will overall employment be affected?

Area	Total employments, 2020 Latest data	Estimated jobs in West Yorkshire, 2030		
		<i>Based on current policies</i>	<i>With net zero policies</i>	<i>Change due to net zero policies</i>
West Yorkshire	1,067,000	1,090,770	1,100,040	+9,270

Jobs in carbon intensive sectors, West Yorkshire

- We find that West Yorkshire has **98,275 jobs in carbon intensive sectors** that will need to change substantially due to the transition. NB/ we define carbon intensive sectors as ones that either have emissions over 100tCO₂e per job or which contribute more than 2% of annual total UK emissions.
- This represents **9.2% of employment** in West Yorkshire, and is lower than the national average of 10.5%
- **Construction, land transport and carbon intensive manufacturing** account for over 8 in 10 of these jobs.
- 13% of people in employment in West Yorkshire in the sectors highly exposed to transition are non-White versus 11% nationally.
- National data suggests that the carbon intensive industries have relatively more male employees, with female workers accounting for only 23% of the employees and the ratio is similar for West Yorkshire

Conclusions

Conclusions / Recommendations

In order to realise the potential of the green economy in West Yorkshire, we worked with a range of stakeholders to develop a series of practical recommendations designed to deliver positive labour market outcomes for West Yorkshire residents through the transition.

These recommendations fall under three key areas:

- **Strengthening current and potential West Yorkshire specialisms** – particularly around low carbon manufacturing, retrofit/construction and green finance.
- **Delivering a just transition** – supporting those currently in high carbon industries to prosper through the transition.
- **Supporting skills development and career promotion** – for both those leaving education as well as the current workforce.

Strengthening current and potential West Yorkshire specialisms

A thriving green workforce means we need ***demand***, as well as *supply*, of green skills. Achieving this means **growing green industries in West Yorks**. This includes:

- **Manufacturing** – the Combined Authority should look to support a thriving green manufacturing sector in West Yorkshire through its business support services, driving greater innovation and adoption of technologies to reduce emissions.
- **Green finance** - the Combined Authority could leverage its existing strength here to bring more financial flows into other transition activities locally, particularly retrofit.
- **Retrofit** – local and sub national government have an important delivery and convening role to support retrofit at scale, if adequately funded by Government.

Developing the skills supply side

In addition to getting demand signals right, our stakeholder engagement also highlighted **the need for policy to help develop the skills supply side**, in order to **boost the supply of qualified individuals** across the sectors identified.

- **Adult Education Budget (AEB)** - Ensure green skills are addressed through commissioning of AEB and Free Courses for Jobs and are treated as a priority for responsiveness funds.
- **Better flexibility around capital and revenue spending** – to allow FE institutions to invest in the equipment they feel they require.
- **Local Skills Improvement Plans** – these need to adequately consider the importance of green skills.
- **Be flexible in face of fluid situation regarding national skills policy** - and lobby for greater stability and commitment to green skills at national level
- **Support integration and retention of required higher level skills in local businesses** - e.g. Yorkshire Universities, Mayoral SME Graduate Programme pilot

Just Transition

Supporting those currently in high carbon industries to prosper through the transition requires an increased level of **social partnership** and joining up of **local government, business, training providers and trade unions** and other civil society groups. We recommend the Combined Authority:

- **Support the establishment of local alliance groups within each of West Yorkshire's local areas** - to report and develop action on place-specific challenges.
- **Consider the establishment of a Just Transition Fund** – managed by the Green Jobs Taskforce – that would provide funding and standardisation for transitional training.
- **Coordinate with the Yorkshire & Humber Climate Commission** – an advisory body that supports regional climate action funded through the ESRC's Place-Based Climate Action Network

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