

Green Skills Partnership (GSP)

‘Skills Needs in Greening Economies’
conference, Brussels

Richard Blakeley, Stuart Barber

unionlearn



Overview

- Unions and skills for a green economy
- UK policy context and US influence
- GSP
 - Structure, aims
 - Community engagement, innovation
 - Examples of collaborative working including funding and resources
 - Progression routes
 - Case study: 'Elephant & Castle' regeneration

Unionlearn

- Learning and skills organisation of the TUC, assists unions to deliver around 230,000 learners every year, from numeracy and literacy to degree level qualifications
- Manages the £15m Union Learning Fund (ULF).
- Over the past 13 years, 30,000 union learning representatives trained
- Education and training opportunities for 50,000 workplace reps each year
- Survey of 400 employers, with a total of 6 million employees
 - 87 per cent said that they wanted to continue to support union learning,
 - two-thirds saying that it benefited the organisation
 - 81 per cent saying it benefited the individual.
- Every major political party – Labour, Liberal Democrats and Conservative – has voiced strong support for unionlearn

Unions and Skills for a Green Economy

- 2011 request (Department of Business, Innovation and Skills) that unionlearn “promote awareness of the learning, skills and employment opportunities associated with the ‘green economy’”
- ‘Stewarding the green skills agenda’
 - Stewarding a just transition
 - Environmental literacy for all
 - Decent and green jobs

UK Government Policy Framework

- UK Commission for Employment and Skills
- Employer Ownership Fund: £340 million public investment matched by employers for 'employer led skills solutions'
 - Energy Efficiency Industrial Partnership: £30 million matched public funding; apprenticeships and traineeships for under 24s in energy, water, waste management, construction
- Built environment Sector Skills Councils: Green Skills Alliance, Build Up Skills UK
- Green Economy Council: tripartite grouping which provides advice to develop and implement the Government (2011) 'Green Economy Roadmap'. Related Task Groups to support strategies on Skills, Energy Intense Industries, and Clean Coal.

US influence

- Apollo Alliance (California)
 - Linking job creation and economic development strategies to methods of reducing CO2 emissions and meeting other energy goals
 - ‘Green Collar Jobs in American Cities’: guide for urban leaders (Apollo Alliance)
 - ‘Green expectations: Lessons from the US green jobs market’: Institute of Public Policy Research (UK)

Green Skills Partnership (GSP): structure

- The GSP has been formed as a partnership body inclusive of :
 - Trade unions (Ucatt, Unite and Unison)
 - Employers (BeOnsite, Lakehouse, Mace, Lendlease)
 - Providers (CYT, EYS, Carshalton college, Groundwork uk, Barking & Dagenham college)
 - Community organisations (One Planet Ventures, Remakery, Trees for Cities, Building Lives)
 - Sector Skills Councils (Asset, Summit, CITB)
 - Job Centre Plus (Southwark, Lambeth, Streatham, Hackney)
 - Borough Councils (Southwark, Lambeth , London Councils)
- The GSP at present covers London and Kent but is always looking at expansion into other areas
- It has been Established as a model to improving links and create partnerships , The main body is made up of 34 partners.
- Operates primarily in construction, waste management, renewables and horticulture

Aims of GSP

- Co-operative working, 'bottom up' development, a model that can be replicated in other areas
- Creating local jobs, apprenticeships, traineeships, placements, access to bespoke accredited courses including upskilling trades
- Ensuring decent conditions, pay, safety standards and quality training PLUS increased union 'voice' in workplaces on energy and waste efficiency
- **Innovative engagement** of communities to
 - tackle fuel poverty, climate change and sustainable communities
 - articulate their needs, set up or participate in initiatives and improve employment potential
 - support local vulnerable groups and the unemployed to develop environmental literacy
 - provide progression routes for job seekers, support disadvantaged groups and young people to find training and work in the green economy

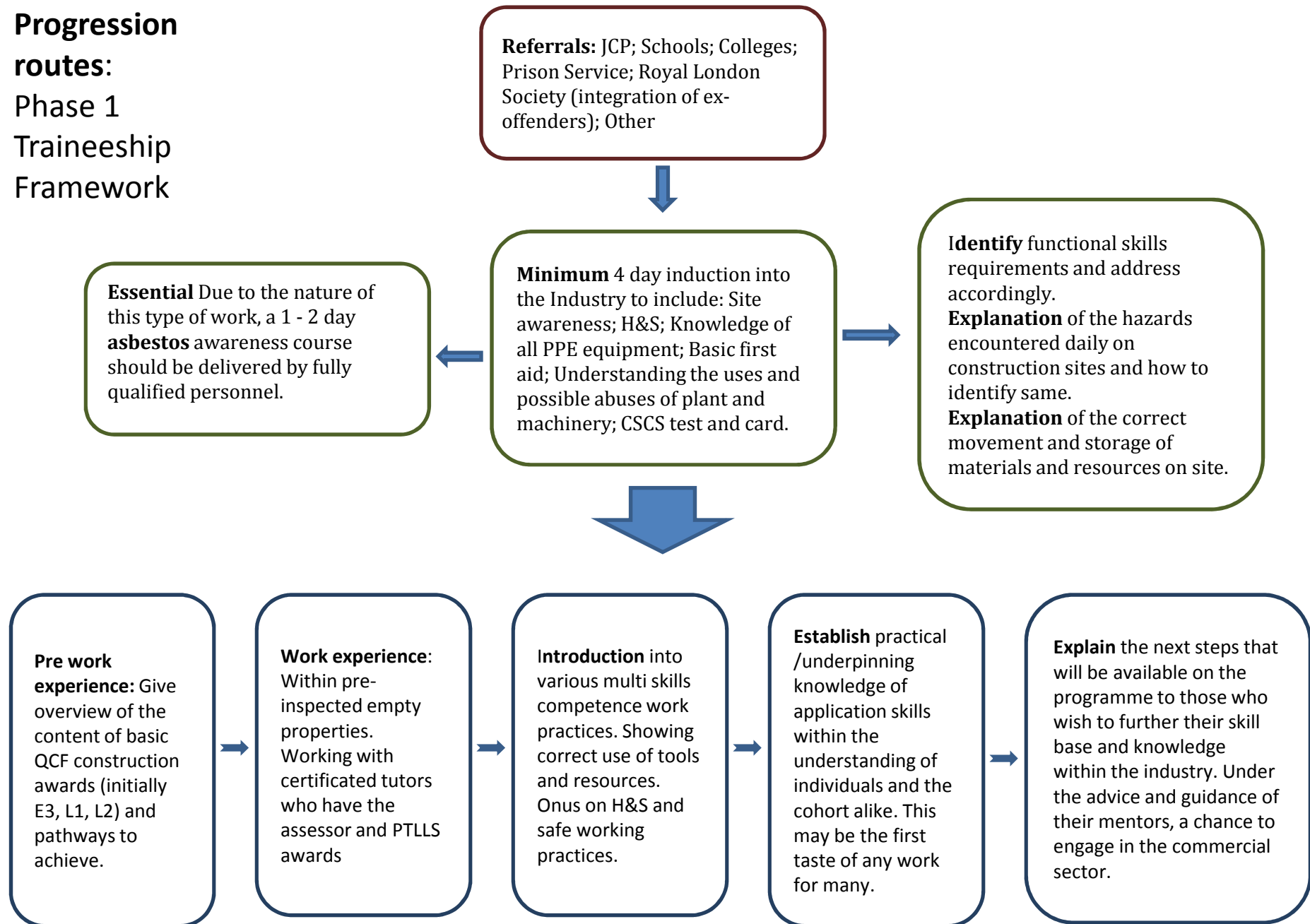
Community engagement



Collaborative Working

- Activity includes
 - Job Fares/Clubs and careers advice
 - Environmental awareness training & Energy best deal advice
 - Active learning tools to support social inclusion (eg people 'locked out' of training and job opportunities) with regard to skills for a green economy
 - Established **progression routes** for those seeking jobs, work experience, apprenticeships, careers and upskilling in green economy
- Collective approach
 - Funding
 - Employer ownership/Energy efficiency industrial partnership
 - Flexible support fund
 - Learning and Skills improvement service
 - Shared resources
 - Unions have given IT equipment, access to learning centres, their own Qualified tutors to deliver training, mentoring and support to the learners and employers

**Progression
routes:
Phase 1
Traineeship
Framework**



Progression routes:

Phase 2

Introduction, experience, training, exit strategy

Introduction day(s) with local building contractors that have been vetted to be appropriate to be engaged on the scheme. Learners encouraged to ask pertinent questions that will allay any fears and/ or address any perceived problematic situations that the learner may feel he/she may be subjected to. Full engagement by contractor vital at this stage in process to maintain clarity and confidence for all parties.

Undertake: personal development course (L1) for preparation to work and employment

Undertake: understanding personal finance course (short vocational course)

Undertake: 1 day CV writing course

Site experience – on-site vocational training. This can, in the first instance, be a full site induction that is pertinent to the working environment that the learner will be engaged in. Then, over a period of 2 to 6 weeks, the learner is given taster days in various aspects of the works that are being undertaken on site. H&S and safe working practices to be implored at all times as well as the need for good timekeeping. The learners need to be reminded that this is “real time” work experience and is a reflection of what will be expected of them if they enter the Industry as their own exit strategy.

Undertake L1 award in environmental sustainability & Energy efficiency and L1 in understanding employment, business and enterprise

Exit strategies:
Employment in the Industry;
apprenticeships;
further training;
entrance into FE vocational training;
other

Case study: Redevelopment of the Elephant & castle

- Working with BeOnsite & Lendlease
- 450 Employment opportunities in a redevelopment of a London borough
- Criteria –must be unemployed, live in the borough
- Introduction of a traineeship framework to suit the employers needs.
- Paid London 'living wage' for Traineeship
- Guaranteed employment opportunity
- Emphasise on those most disadvantaged including ex offenders

Green gown Award Winners, Best new comer and Learning and Skills

