

# The Skills Landscape 2019 – 2025 Route Map



The Skills Landscape 2019 - 2025 route map has been developed to bring organisations together to deliver on targeted actions. These collective activities are the starting point to delivering the four strategic components – Retain, Retrain, Recruit and Renew – and will change, adapt and develop over time as OPITO continues to engage with the workforce, industry employers, trade unions, training providers, governments, trade bodies and educational institutions. If you would like to find out more or get involved please contact OPITO – [communications@opito.com](mailto:communications@opito.com)

Strategic Component	What do we want to achieve	Theme	Areas of activity	OPITO Actions	
RETAIN	Leaders have an understanding of technology, its uses and applications, and a willingness to consider new ways of working as a result of new technology ideas	Knowledgeable & Supportive Managers & Leaders	1.1 Future Leaders	Engage with Scottish Enterprise to support the ongoing refinement of the Future Leaders Programme, identifying opportunities to include topics which will facilitate understanding of technology and its impact on business	
			1.2 Existing Leaders	Facilitate partner discussions to scope and assess the need for a Technology Leadership Programme (TLP) for middle managers. The TLP will seek to provide an understanding of technology and how it can be utilised	
	The existing workforce are encouraged and supported to upskill to do their jobs more efficiently. Employers understand the upskilling requirement for staff and how new technology can enhance training delivery	Upskilling Support	2.1 Learning via simulation	Conduct research into how learning via simulation aids competence Coordinate discussions with stakeholders to scope and assess how simulation can be utilised as a learning and assessment method at different levels of education and in training	
			2.2 OPITO Qualifications	Review OPITO qualifications to ensure upskilling needs are reflected in content where appropriate Develop a digital learning platform for workers on the OPITO website to access short, formal and credit-rated training	
			2.3 Training provision from external providers and institutions	Share research findings with education and training stakeholders to facilitate an awareness of upskilling requirements to inform future course provision	
		2.4 OPITO Standards	Review OPITO Industry Standards to enable training via digital methods where appropriate		
RETRAIN	The current workforce most exposed to role change due to automation and new technology are supported to reskill into new roles in the oil and gas industry	Reskilling Support	3.1 National Retraining Partnership	Engage with UK Government National Retraining Partnership on behalf of the UK oil and gas industry Conduct further research to identify roles within job families that are most exposed to automation	
			3.2 Career Transitions	Alongside industry partners and trade union representatives, assess what reskilling interventions are required to support individuals in roles identified as exposed to automation With industry partners, communicate with the workforce most exposed to automation of the benefits of reskilling Call upon industry partners to work together to identify training provision and other support mechanisms required to support individuals exposed to automation	
	A workforce with the ability to work across energy industries where appropriate. Employers across energy industries understand prior learning and the top-up qualifications required to adapt workers from one energy industry to another.	Energy Transferable Skills	4.1 Skills Mapping	Further progress the skills mapping project currently being undertaken by OPITO and representatives from the renewables, onshore oil and gas and nuclear industries Via the skills mapping project, identify the top-up skills and qualifications required for individuals to move between jobs within the broad energy sector and work with training providers to create training courses which enables the transfer of the workforce Communicate outputs of the skills mapping project with UK oil and gas employers to raise awareness on transferability of qualifications	
			4.2 Energy Skills Passport	Work with industry partners to deliver the proposed Energy Skills Passport Continue to communicate with employers the benefits of a more broadly skilled workforce alongside industry partners.	
	Technology enables innovative approaches to training	Training Innovation	5.1 Learning via simulation	Facilitate the sharing good practice cross the sector and liaise with other sectors on the benefits of learning via simulation	
Funding for upskilling is focused on the individuals that need it	Funding	6.1 Funding	Work with providers of training funding, as well as industry, to ensure the processes and eligibility criteria for drawing down funding for training do not place unnecessary barriers on employers accessing said funding		
RECRUIT	Young people can access a range of pathways into the oil and gas industry. Employers are aware and understand the variety of pathways into industry, and contribute to further pathway improvements	Pathways for Young People (Scotland)	7.1 Foundation Apprenticeships	Raise awareness of the existing frameworks, and across broader disciplines with oil and gas employers Coordinate the assessment, alongside the Oil and Gas Technical Apprentice Programme (OGTAP) Steering Group, of how existing frameworks could act as a pathway into OGTAP	
			7.2 Modern Apprenticeships	Work alongside OGTAP sponsoring companies to ensure the scheme continues to meet industry need Work with partners to raise awareness with employers of the existing modern apprenticeship frameworks, and across broader disciplines Facilitate increased industry representation and participation in skills demand assessments Alongside both industry employers and OGTAP sponsoring companies, continue efforts to increase diversity of modern apprentices	
			7.3 Graduates	Continue to refine OGTAP promotion and recruitment processes, alongside OGTAP sponsors, to encourage more women to consider the programme Work with partners to raise awareness of existing graduate apprenticeship frameworks, and across broader disciplines with oil and gas employers in the UK. Coordinated by OPITO, industry partners will identify if further graduate apprenticeship frameworks are required to support industry in the future Share research findings with institutions to help ensure energy-relevant degree courses reflect upskilling requirements highlighted in report	
	Young people can access a range of pathways into the oil and gas industry. Employers are aware and understand the variety of pathways into industry, and contribute to further pathway improvements	Pathways for Young People (England)	8.1 T-Level Qualifications	Facilitate discussion with industry stakeholders to assess if these qualifications are relevant and required for the oil and gas industry	
			8.2 Apprenticeships	Working alongside industry partners, assess what apprenticeship standards are required in England to support the oil and gas industry. Alongside industry employers, continue efforts to increase diversity of apprentices across the energy sector Facilitate discussion and actions with industry partners to assess what graduate level apprenticeships are required for the oil and gas industry	
			8.3 Graduates	Share research findings with institutions to help ensure energy-relevant degree courses reflect upskilling requirements highlighted	
	A more diverse workforce, reflective of society as a whole	Diversity & Inclusion	9.1 Industry activity	Support the establishment of an industry-led diversity and inclusion network to share best practice With support from OPITO where required, industry partners will scope and establish further actions to improve diversity and inclusion in key job families where the lack of gender balance is most pronounced	
	Young people and their influencers understand the role oil and gas will play in the future energy mix, the career opportunities that exist and the importance STEM subjects play in making those employment opportunities possible	Energy Inspiration	10.1 School Engagement	10.1 School Engagement	Support employers to engage with schools at all levels to promote future career opportunities Coordinate activities with industry partners to assess how visibility of female energy role models can be increased in schools Facilitated by OPITO, industry partners will agree how collectively the industry should communicate with young people about the role of oil and gas within the future energy mix Facilitate and coordinate industry activities relating to STEM and how these can be increased within primary schools
	RENEW	The workforce required to fill the new jobs that will exist in 2025 are recruited	Future Skills	11.1 Future Skills Action Plan	On behalf of the UK oil and gas industry, engage with the Scottish Government's Future Skills Action Plan
11.2 Non-energy Specific Skills				Work with partners to create a prospectus of future new skills requirements for the industry	