

Shetland Green Skills (SGS)

Terms of Reference

(Revised October 2023)

Role of the Group

To ensure that skills issues across Shetland, from education to industry are well understood, and an effective and timely response is developed to ensure a skilled workforce and appropriate training provision is in place to address challenges and capitalise on opportunities that will arise as Shetland progresses its net zero ambitions.

Remit

- Act as a catalyst to ensure a co-ordinated and evidence-based approach to addressing current and emerging skills issues related to green jobs¹ in Shetland.
- Gather relevant data and analysis on the skills and training provision required to respond to the climate emergency, and where appropriate commission research/analysis that helps inform the work of SGS and partners.
- Develop short, medium, and long-term action plans to support organisations and the Shetland workforce to respond to emerging opportunities.
- Inform and influence Shetland's education and skills provision to ensure an escalator of career pathways are in place through the school curriculum, apprenticeship programmes, Further/Higher Education and micro-credential short courses to ensure the development of a sustained, multi-skilled workforce.
- Identify and develop partnership opportunities to help address Shetland's skills/training requirements and the development of future careers and occupations.
- Support Shetland's partnership work on talent attraction, retention and recruitment.
- Facilitate regular communication and engagement across the enterprise and skills networks in Shetland to raise awareness of SGS activities and wider skills support.
- SGS is not a funding body – funding/procurement of any work by SGS will be assessed by the relevant organisation's funding/procurement process.

Frequency

Initially every 6 weeks but to be reviewed by SGS members.

The TOR and purpose of the group will be reviewed as required.

Reporting Lines

Report when appropriate to Shetland Partnership Board, as determined by SGS.

Report when appropriate to relevant groups, such as the Shetland Local Employability Partnership, Shetland PLC and ORION project team.

¹ Following the definition adopted by Skills Development Scotland, green jobs, in response to the climate emergency, are either new and emerging, subject to significant changes in work and worker requirements or increasing in demand.

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Membership

Chair/Lead Organisation: UHI Shetland Jane Lewis Principal (Chair), Emma McCarthy (Secretariat), Rosa Brown

Highlands & Islands Enterprise – Katrina Wiseman, George Irvine

Shetland Islands Council: – Douglas Irvine, Andi Grochowski, Jennifer Sjoberg - Futures Energy Team; Tommy Coutts, Economic Development; Brenda Leask, Education

Skills Development Scotland – Stephen Sheridan

Robert Gordon University – Fiona Campbell

Island Centre for Net Zero – Laura Hutton

Shetland Net Zero Energy Forum – David Thomson

Developing Young Workforce – Emma Chittick

Community Energy Scotland – Ryan Thomson