

Delivering Projects by Delivering Careers

A Net Zero careers support review in the North East and Yorkshire



Agenda

- Why and how we did this work
- The big net zero career numbers
- The Net Zero CEIAG Space
- Aims for the future

Why we did this work

- The projects we develop and strategies we support will require a skilled workforce to deliver them
- Govt included specific asks for us to work on skills in our latest funding agreement: “Objective 2: Continue to increase the number of, and awareness of, net zero projects and skills (including renewable energy generation projects) across the region in line with national targets and strategies”
- We took the view that no matter what skills are in the region, unless people know the careers exist they won't be able to apply for the roles
- So our first foray into the skills space was looking into careers guidance
- This will build into our partnership work with Government on delivering the Clean Energy Workforce Plan, through our national working group and regional champion

What questions did the research attempt to answer?

What is current Net Zero CEIAG within the region?

How effective is current CEIAG?

How will demand for Net Zero CEIAG change?

What are the gaps in current CEIAG?

What can be learnt from other sectors/regions?

How should gaps in CEIAG be addressed?

What research was undertaken?

Policy & strategy review

Data analysis

School, college and training provider research

Employer interviews

Stakeholder consultations

Case studies of best practice

Defining a Net Zero Career

- While our work is increasingly focussed on specifically clean energy, this work and most statistics look at the entire Net Zero spectrum
- Defining a Net Zero career is hard – we defined Net Zero broadly and talked about both Net Zero related businesses (using SIC categories) and job roles directly involved in Net Zero tasks (using SOC categories)
- Broadly categorised as:
 - Energy system
 - Supply chain
 - Environmental preservation/enhancement
 - Multi-disciplinary
 - Resource efficiency

Defining a Net Zero Career

Across the NEY, the highest number of businesses are in:

- Agriculture (15,735)
- Plumbing, heating, electrical installation and insulation (10,890)
- Development and Construction of Buildings and Civil Engineering Projects (9,525)
- Sales, Maintenance and Repair linked to Sustainable Transport (9,315)

With the highest numbers of employment coming from:

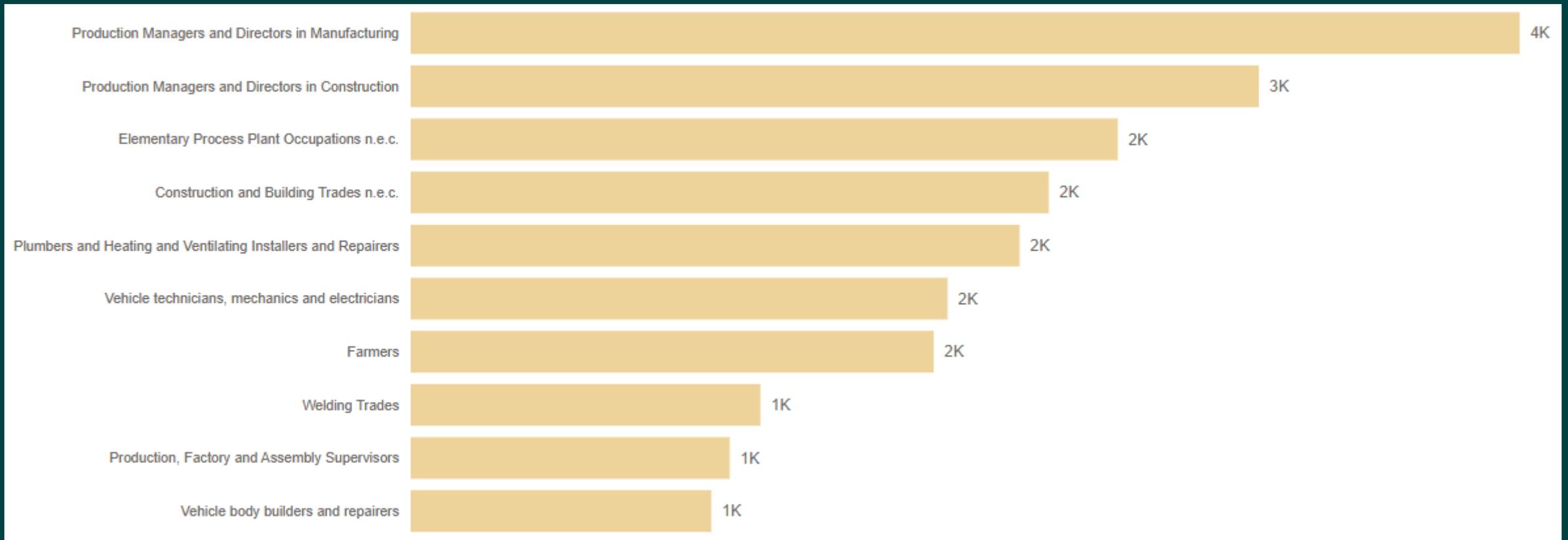
- Operation of Sustainable Transport (77,950)
- Legal and Accountancy Services (68,200)
- Sale, Maintenance and Repair of Sustainable Transport (66,025)
- Manufacture of Metals and Metal Products (60,965)

Around 18% of the region's workforce are in businesses related to Net Zero and the number of people in these roles rose 8% from 2018 to 2023

Region	Net Zero Related Businesses	Net Zero Related Employment
Hull and East Yorkshire	7,110	54,155
North East	16,125	153,110
South Yorkshire	11,790	105,715
Tees Valley	5,205	50,850
West Yorkshire	21,030	201,645
York and North Yorkshire	14,425	75,425
Total	75,685	640,900

Defining a Net Zero Career

- There are also specific occupations which will directly change the tasks involved due to Net Zero activities – 315,000 across NEY and 32,000 in HEY in 2021



What does good CEIAG look like?



Employer involvement at every stage

What it looks like: Co-designed curriculum, employer-led workshops, site visits, guest lectures, and mentoring.

Why it matters: Real-world relevance increases learner engagement and helps them develop job-ready skills. It also ensures alignment with actual labour market needs.



Clear pathways into employment or further training

What it looks like: Defined routes into apprenticeships, jobs, or further education, often visualised as “career ladders.”

Why it matters: Helps learners understand progression options and makes outcomes feel attainable. Also appeals to employers seeking candidates who understand the pathway into their industry.



Realistic, hands-on experience

What it looks like: Work experience, simulations, project-based learning, and tasters in authentic environments.

Why it matters: Builds confidence, contextualises learning, and exposes learners to the reality of the sector before they commit.



Local labour market alignment

What it looks like: Programmes reflect regional employer demand, and skills gaps.

Why it matters: Increases the likelihood of positive destinations by connecting training with actual job opportunities.



Wraparound support for learners

What it looks like: Guidance, pastoral care, digital literacy support, and interview prep.

Why it matters: Many learners face barriers to employment. Support boosts retention, confidence, and outcomes—particularly for disadvantaged groups.



Inclusive and accessible design

What it looks like: Flexibility for different learning styles and needs (e.g. hybrid formats, language support, disability accommodations).

Why it matters: Ensures broad reach and equitable participation across age, gender, ethnicity, and ability.



Outcomes focused metrics and evaluation

What it looks like: Programmes track employment rates, learner satisfaction, progression data, and employer feedback.

Why it matters: Enables continuous improvement and demonstrates impact to funders and stakeholders.

Existing CEIAG Practices

Which types of Net Zero careers support do you offer to your learners?

Net Zero CEIAG delivery method	Providers
Use of Labour Market Information (LMI)	15
Employer talks	14
Group sessions	10
One-to-one guidance	8
Work experience or placements	5

Source: Survey of FE Colleges and ITPs, summer 2025 (n=23)

80%

of colleges and providers offer CEIAG to students but **only two** said this CEIAG was tailored to Net Zero students.



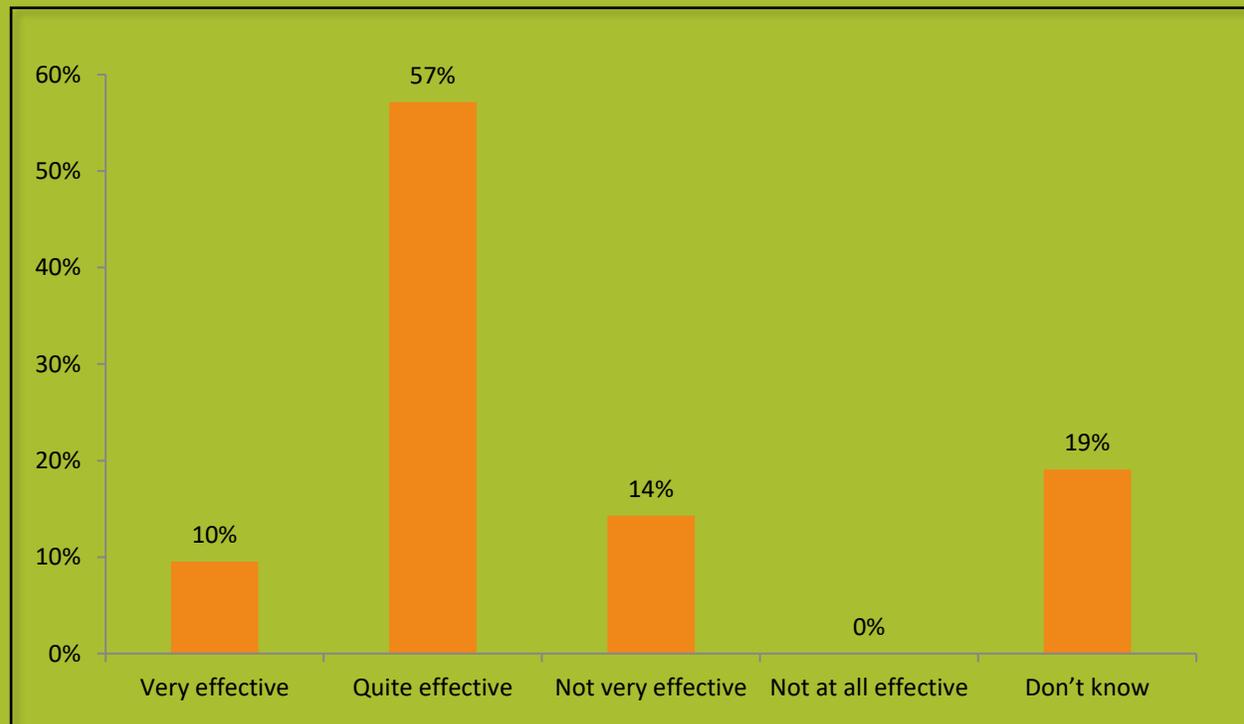
FE Colleges are much more likely than ITPs to offer one-to-one CEIAG to students

70%

of survey respondents said they are confident in their staff's ability to advise learners about Net Zero career pathways.

Existing CEIAG Practices

Providers' views on the effectiveness of their Net Zero CEIAG in preparing students for work



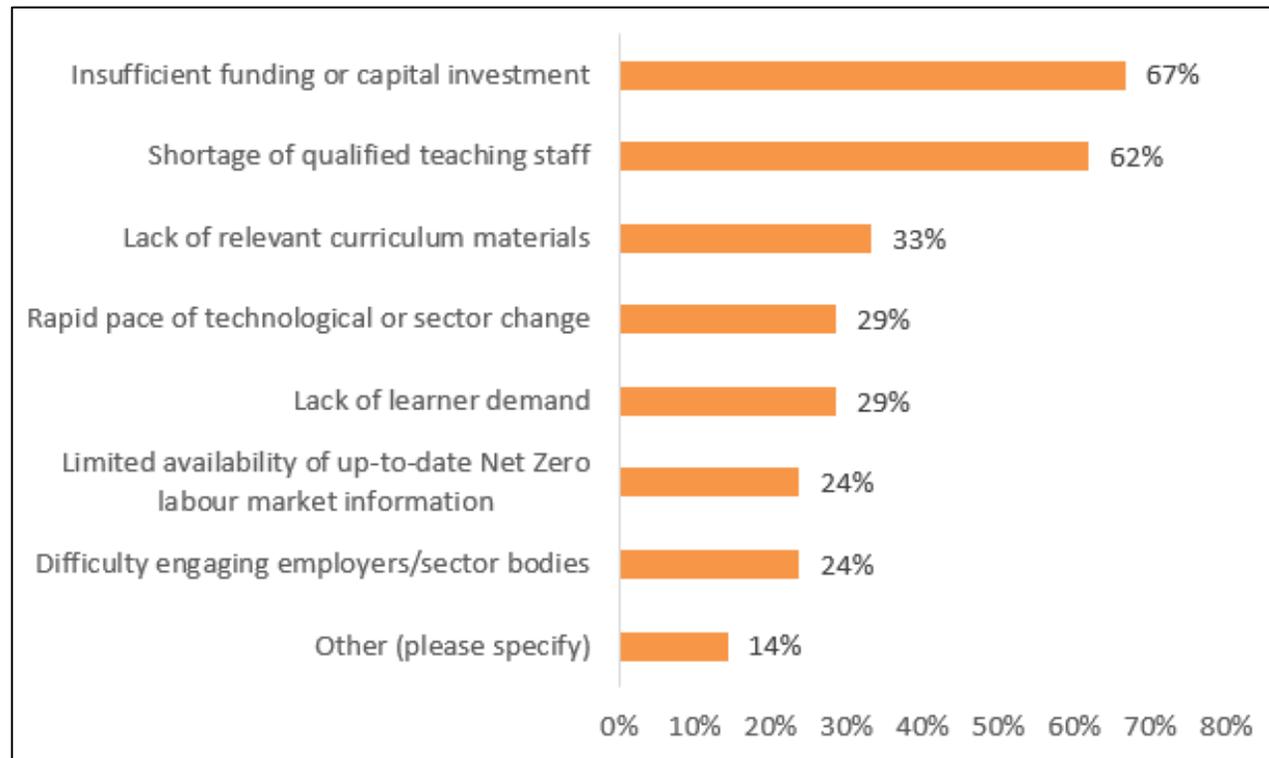
Source: Survey of FE Colleges and ITPs, summer 2025 (n=23)

Consultee feedback:

- Where schools, colleges and ITPs can offer practical learning and advice in relation to working in the Net Zero sector, this is a strength
- Hands-on, problem-solving activities that link to local Net Zero industries are more effective than classroom-only approaches.
- Net Zero curriculum content often lags or is misaligned to the skills that the Net Zero sector needs now.

What are the issues with current provision?

Challenges faced by providers in delivering Net Zero careers advice



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Whilst some funding has been made available by [combined authority] over the last couple of years this has been very short term. Larger, established Colleges have the resources to access this but small organisations like ours struggle due to the lack of ongoing infrastructure/staffing - gaps between funding mean we have to lose experienced staff. Our [Net Zero] programmes have been highly praised as innovative and exciting but without some ongoing core funding it is very difficult stay in existence from one funding opportunity to the next.

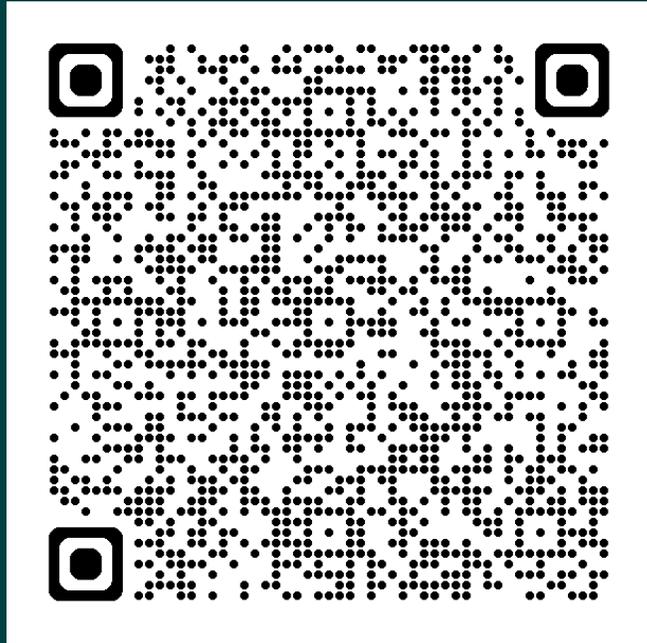
Third sector training provider

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Source: Survey of FE Colleges and ITPs, summer 2025 (n=23)

Aims for Future Support

- DESNZ, the Net Zero Hub, and the Careers Hub all want to be working much closer in the coming years to share information and strategies
- This means giving careers support bodies the information we develop around the future workforce opportunities from Net Zero
- And it means hearing from careers advisors about what the lay-of-the-land is in practice so we can shape our projects around realities
- This will help us develop proposals for further net zero skills and careers funding
- And will help us identify key businesses to engage with for greater partnerships
- All the data from this presentation is available from our dashboard [Microsoft Power BI](#)



Thank you

Harry Baross – h.baross@HEYBusinessGrowthSkillsHub