







Together

It is possible!

Humber Industrial Cluster Skills Update

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www.humberindustrialclusterplan.org

Together it is possible!

HICP project partners

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Strategic Observers







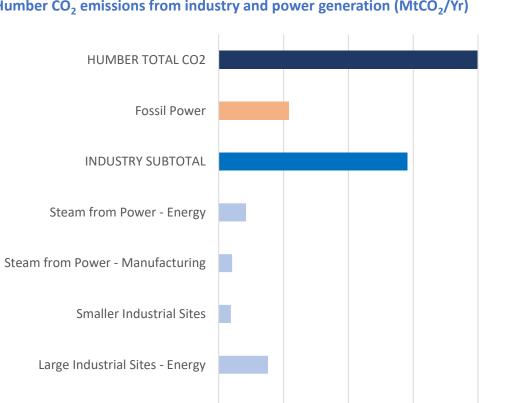
UK Research and Innovation



Humber emissions in the UK

THE UK'S LARGEST INDUSTRIAL CLUSTERS BY EMISSIONS





0.0

5.0

10.0

15.0

20.0

25.0

Humber CO₂ emissions from industry and power generation (MtCO₂/Yr)

Source: Element Energy, Humber 2021

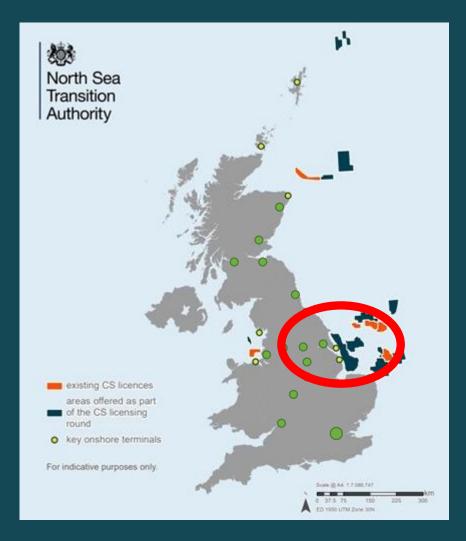
Large Industrial Sites - Manufacturing

Source: Element Energy, Humber updated 2021



Why the Humber ?

- UK's largest industrial cluster
- Proximity to planned CO₂ storage sites in southern north sea
- Proximity to Hydrogen storage options (previously, natural gas)
- Proximity to renewable power biomass, wind (negative emissions)
- Process operations and supply chain capabilities
- Proximity to major UK conurbations/clusters & export facilities



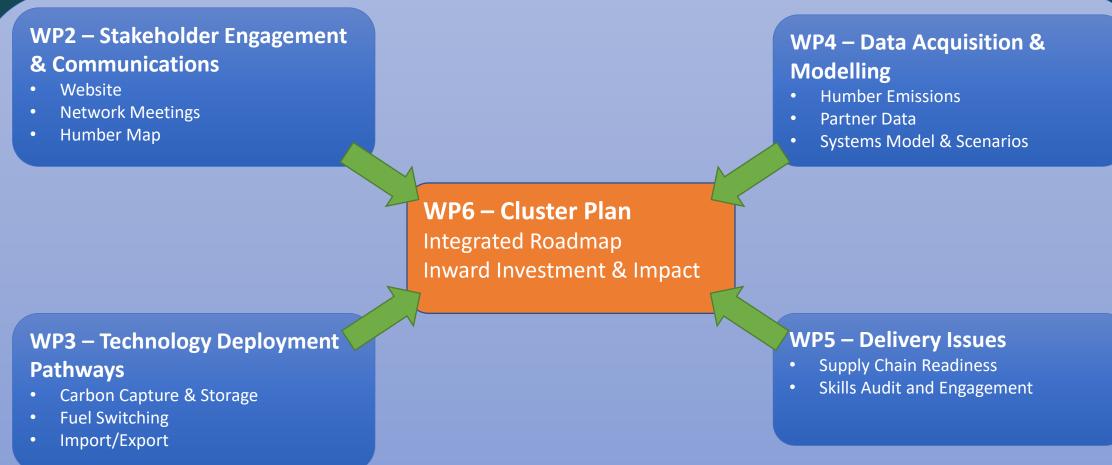


HICP Summary

- UKRI-funded £2.6M project, led by CATCH & HEY LEP
- 8 private sector partners, 5 Strategic Observers
- Key work packages:
 - Systems Model
 - Risks & Barriers to deployment markets, policies, regulatory & social
 - Supply Chain & skills study (2 parts)
- Project set to deliver our recommendations in the Cluster Plan by 31st March 2023

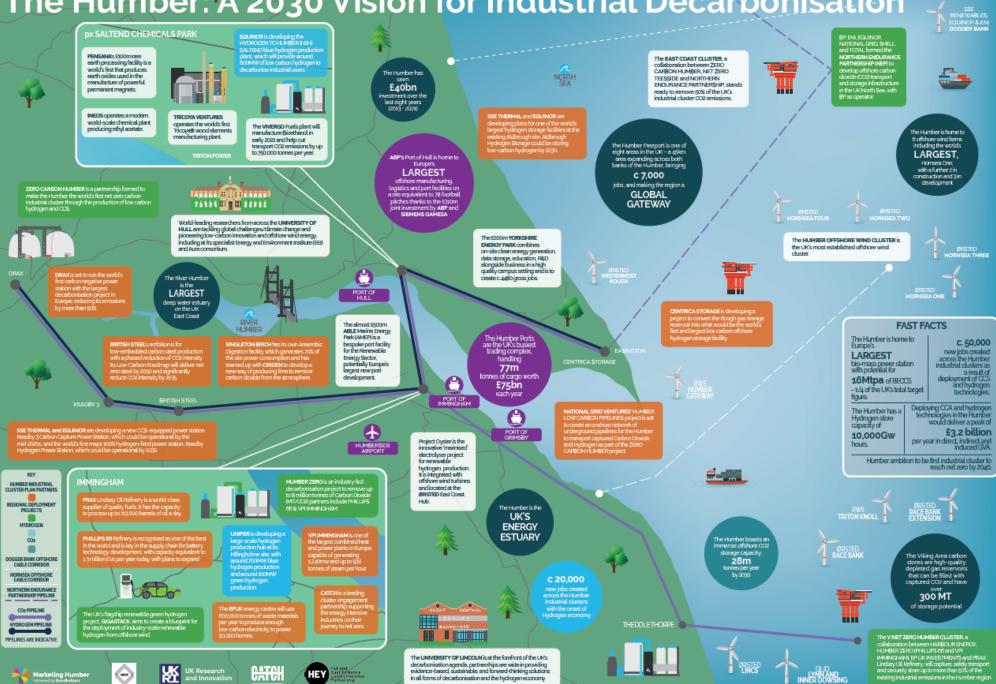


HICP Work Packages



WP1 – Project Management & Delivery

The Humber: A 2030 Vision for Industrial Decarbonisation



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Skills study – KPMG – objectives

The study will be available in the coming weeks and -

- Provides a high level estimate of the likely demand for skilled labour to develop a Net Zero industrial cluster in the Humber region
- Assesses the capacity of the current skills pipeline to meet the upswing in demand
- Identifies the underlying issues and blockers that may affect the region's ability to develop an adequate pipeline of skilled workers; and
- Develops recommendations to address key issues to feed into the overall plan and ensure that the region maximises the benefits from the investment that will flow into the cluster to meet Net Zero



Skills study – KPMG – key findings

- The report estimates that 5100 new direct jobs are supported in engineering construction per £1billion invested
- The current Engineering and Construction workforce in the Humber is estimated by ECITB to comprise around 1500 current jobs
- Cluster stakeholders are already experiencing significant challenges staffing existing operations, retaining their current workforce, and recruiting experienced individuals
- There was unanimous agreement from all stakeholders that without action there will be a critical skills shortage that will make it hard to achieve Net Zero ambitions
- Contractors are already finding it hard to maintain a steady workforce, with many employed on shortterm contracts and a significant proportion reaching retirement age
- There are acute shortages in some areas steel fixers & erectors, pipe fitters, welders, construction supervisors & project managers, middle managers with trade experience, scaffolders & riggers, engineering technicians

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Skills study – KPMG – risks & blockers

- Engineering construction contractors are finding it difficult to retain a permanent workforce
- Clear policy and certainty signals are required to deliver projects in time
- National government is needed to support local content growth
- There is a relatively low appetite for industrial career paths, particularly non-academic routes
- The apprenticeship levy has proven useful however is not being utilised by enough SMEs
- There lacks collaboration in the region to voice the skills shortage, and there is minimal robust quantitative information out there
- Local contractors are not guaranteed long term work, and are offered projects on very short notice

Skills study – scope extension

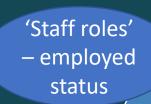
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KPMG undertaken extensive stakeholder engagement around the skills/supply chain

- While stakeholders are unanimous that there is an issue with skills provision, such that it will be difficult to source the required amount of skilled labour locally, the market situation is very complex such that individual stakeholders do not have a complete understanding of all the issues involved
- Therefore, there is the need for a more in-depth examination of the overall environment for skills provision in the Humber region training providers, policy makers and more supply chain engagement include role of recruitment agencies
- Such an analysis can form the basis for a targeted set of recommendations to address these issues



Engineering construction – a complex supply chain = layers of skills challenges



Investors including Government

Client/Site Operator/Asset owner

Tier 1 FEED/EPC Contractors*

Tier 2 Specialist Contractors – skilled engineering & construction trades

Recruitment Agencies 'BODY SHOPS'

Self employed Skilled Workers 'THE LABOUR POOL'

*FRONT END ENGINEERING DESIGN/ENGINEERING PROCURMENT CONTRACT

Mix of 'Staff roles' and self-employed sub-contractor status