



Glasgow City Council

Net Zero and Climate Progress Monitoring City Policy Committee

Report by Director of Regional Economic Growth

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JUST TRANSITION SKILLS ACTION PLAN UPDATE

Purpose of Report:

To provide Committee with an update on the Just Transition Skills Action Plan.

Recommendations:

It is recommended that Committee:

- a) Notes the update.
- c) Requests a further update in 12 months.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes ☐ No ☐ consulted: Yes ☐ No ☐

1 Introduction

- 1.1 The [Just Transition Skills Action Plan](#) was reviewed by Net Zero and Climate Progress Monitoring City Policy Committee on 7th November 2023 and approved by the City Administration Committee on 16th November 2023.
- 1.2 The plan, which will be delivered in full by March 2030, seeks to future-proof the city's skills system so as to stimulate inclusive growth and enhance productivity whilst addressing the climate emergency. The action plan outlines how partners will work together to create more integrated pathways into green skills and jobs.
- 1.3 The delivery of this plan is a direct commitment of the [Glasgow Economic Strategy \(2022-2030\)](#) which guarantees support for future labour market needs and helps to ensure a net zero, climate-resilient city. Furthermore, it is a clear recommendation in the [Just Transition Working Group Report](#).
- 1.4 The purpose of the Just Transition Skills Action Plan is to define and steer the role that skills play in securing a just transition to a net zero and climate resilient economy.
- 1.5 The plan outlines three objectives in support of this:
 1. Strengthening the skills ecosystem
 2. Facilitating and meeting future demand
 3. Promoting equity and equality through the delivery of the skills system.
- 1.6 The Just Transition Skills Action Plan contains 25 strategic actions that were developed according to the three key objectives noted above. Delivery of these actions is phased, with all actions due to be completed in full by 2030.

2 Policy and Labour Market Context

- 2.1 In June 2024, the OECD published the [Future Proofing the Skills System in Glasgow City Region](#) report, developed in collaboration with the Glasgow City Region and JP Morgan Chase.
- 2.2 The Just Transition Skills Action Plan is fully aligned with that report which reinforces the need for:
 - Regional green skills models to manage the transition to net zero.
 - Stronger employer engagement to reduce barriers to participation.
- 2.3 Glasgow has made significant strides in job creation, with a consistent supply of high-value jobs in the low-carbon goods and environmental services sector. The number of green job adverts nationally has tripled since 2021 with 28,700 published in Scotland in 2024.

- 2.4 Whilst accurate figures are not readily available for the city of Glasgow, there is evidence that expansion demand – that is the increase in demand for workers due to economic growth or sector expansion - demonstrates a particular increase in the number of vacancies being advertised across construction, engineering, energy and life science sectors.
- 2.5 This gives us confidence that by 2030, upward of 20,000 new green jobs will be located in Glasgow. That said, maintaining focus on the green skills pipeline is crucial if we are to sustain pace and ensure long-term economic stability.

3 Progress and Implementation

- 3.1 The actions outlined in the plan are bold and ambitious. They are being delivered through an incremental approach that focuses on:
- The sectors that face immediate skills shortages, including energy, construction, transport, manufacturing, and waste.
 - The higher carbon sectors that need to decarbonise.
 - The key sectors in Glasgow that have the best prospects for future growth.
 - Providing investor confidence for the creation of new green jobs.
- 3.2 Table 1 provides an update on progress. To date several initiatives have already been fully implemented. Highlights worth noting include the following:
- a) Funding the Step up to Net Zero (led by the Chamber of Commerce) for a fourth phase for 2025/26. The programme provides opportunities for graduates, those returning to work, or individuals looking to change career. To date 78 participants been provided employment opportunities to support businesses to take action towards net zero.
 - b) Scaling up the SmartSTEMs programme, expanding access across all Glasgow learning communities. Support has been provided to 75 primary schools and 8 secondary schools. Further work has been delivered with the virtual school which provides additional care to disengaged people who aren't attending mainstream school.
 - c) Green skills are now embedded in all employability provision. New projects have been running since April 2024 to support single parents, ethnic minority communities, people with disabilities, and those affected by homelessness, criminal justice and addictions. Provision is required to ensure that training, volunteering and work opportunities are aligned with industry demand for green skills.
 - d) An all-age training and support fund has been developed, helping employability programme participants cover skills development costs of up to £1,500 per person.
 - e) The Cities, Learning, and Innovation Centre (CLIC) funded by Innovate UK has been established as a multi-sector innovation skills alliance, integrating education and green skills development. Further funding has been leveraged to continue this partnership through 2025/26.

3.3 Other activity in progress includes the following:

- a) Green Skills Bootcamps will be delivered by Generation UK who have been awarded funding as a pilot to provide intensive training and in-work support for individuals with multiple employment barriers. The project runs until March 2026, aiming to support 20 people into entry-level energy sector roles that are paid above the Real Living Wage.
- b) A first phase of Climate Youth Action Fund projects were delivered in 2024/25. These have been led by young people (15-24) who have designed and delivered climate focused projects in their communities. Small grants of up to £3,900 were provided to 8 projects via funding made available from Bloomberg Philanthropies. Projects promote the development and application of skills in climate leadership, design, collaboration and innovation. A second phase of funding will be awarded to an additional 21 projects in 2025/26.
- c) The development of a package of support for older workers is currently being considered through the local Partnership for Continuing Employment (PACE) led by SDS. In collaboration with the Job Centre Plus we are seeking to connect offers of support that are available for the 50+ age group, and define and address gaps in provision.

3.4 Some of the actions are dependent on other activities being undertaken through the climate finance agenda and via the model for climate infrastructure. This will provide the mechanisms to be able to accurately determine and extend the infrastructure pipeline.

3.5 Officers are continuing to scope interventions that relate to the provision of skills support within the further and higher education sectors. This includes the development of a retrofit academy which requires significant engagement with existing training and skills providers.

3.6 It is worth noting that, in 2025/26 a sharper focus is being placed on green skills in the context of the Child Poverty Programme and in line with the national Fair Work First policy. New approaches are being developed by the Local Employability Partnership that support individuals working in lower-paid sectors to develop green skills that will increase their employability, earning potential and progress in work.

3.7 Furthermore, greater efforts are being made to increase reach and provide opportunities for job seekers to connect with employers carrying live vacancies. Activity will be promoted around Scottish Careers Week 2025 to showcase careers in green sectors and coordinate events being delivered through SDS, Job Centre Plus, Universities and Colleges.

Table 1 - Status Update of Just Transition Skills Action Plan

Objective 1 Strengthening the Green Skills System		
Action	Description	Status and Update - May 2025
1	Launch a Glasgow Just Transition Jobs Fund to support reskilling and upskilling across all sectors.	Requires further development. Further scoping activity is necessary.
2	Develop and deliver additional low carbon and climate resilient modules to existing FE and HE courses.	Requires further development. Further scoping activity is necessary.
3	Develop a series of green skills bootcamps for heat decarbonisation, housing retrofit and transport, that focus on early skills pathways / accreditations that recognise unskilled/voluntary work as a series of credits which contribute to entry to further formal qualifications.	In progress. Funding has been awarded to Generation UK to deliver a pilot programme for delivery in 2025/26.
4	Extend the Step Up to Net Zero project to support the development of specialist skills.	Complete. The programme has been extended into a third phase of delivery.
5	Scale up a city-wide green apprenticeship scheme in a range of areas, such as retrofit, construction, and renewables.	In progress with NRS having rolled out the Climate Ready Apprentice Programme. Engagement with SDS is ongoing in the context of a broader national apprenticeship/MA review.
6	Continue to engage with national organisations (SFC, SDS) to blend national funding with local employability and skills funding to support an all age offering.	In progress. The Local Employability Partnership has made progress in blending GCC, UKGov and Scottish Gov. employability funding. A working group has been established to look at the broader skills landscape.
7	Ensure comprehensive climate justice impact assessments undertaken in skills policy and climate planning.	Requires further development. Further scoping activity is necessary.
Objective 2 Facilitating and Meeting Future Demand		
8	Develop a Developing the Young Workforce 2.0 Strategy, that maps out how we will inspire our young people and prepare them for green jobs.	Requires further development through collaboration with the Chamber for Commerce and Education Services.
9	Promote opportunities to unlock additional investment in learning for sustainability where it supports climate	Ongoing. Recent activity includes the implementation of a second phase of the Climate Youth Action Fund supported by

	literacy and environmental stewardship for all learners from early years through to school leavers.	Bloomberg Philanthropies which supports youth led climate projects, promoting environmental stewardship and climate youth leadership.
10	Develop a challenge-led approach to engaging 16-25 year olds in solving sustainability problems for businesses in Glasgow and wider Scotland, with a particular focus on those individuals furthest from the labour market or most at risk from the transition	Requires further development. Further scoping activity is necessary.
11	Develop a Glasgow retrofit academy to upskill and reskill construction specialists	Requires further development. Further scoping activity is necessary. Significant programmes are already in place and there is a requirement to bring training providers together to connect existing offers, define gaps and determine need.
12	Establish an innovation skills alliance to capitalise on investment in innovation, ensuring it stimulates the supply of high-end green skills.	In progress. The Cities, Learning, and Innovation Centre (CLIC) funded by Innovate UK has been established as a multi-sector innovation skills alliance, integrating education and green skills development. Further funding has been secured to continue this alliance, which brings the colleges and local governments together to focus on high-value job opportunities at a regional level.
13	Secure a green jobs guarantee for the city.	Requires further development. Further scoping activity is necessary.
14	Implement a green-skills passport that covers through from early years to retirement.	Requires further development. Further scoping activity is necessary.
15	Scale up the SMART STEM programme in primary and secondary schools to inspire the next generation about Science, Technology, Engineering and Maths.	Complete. Third and final phase of funding has been awarded with roll out to all learning communities.
16	Publish a Glasgow City Climate Infrastructure pipeline with associated job creation potential to provide market stimulus.	Requires further development. Dependent on the climate finance agenda and the model for climate infrastructure.
17	Publish a Glasgow City Climate Infrastructure pipeline with associated job creation potential to provide market stimulus.	Requires further development. Dependent on the climate finance agenda and the model for climate infrastructure.

18	Work with investors and partners to extend the pipeline to scale market demand.	Requires further development. Dependent on the climate finance agenda and the model for climate infrastructure.
Objective 3 Promoting equity and equality through the delivery of the skills system		
19	Embed green skills in all employability provision, to ensure the support to those furthest from the market is delivered in line with the economic transition.	Complete. Green skills have been embedded in all new tenders, with contracts commissioned for 2024/25 requiring alignment between activity and skills demands.
20	Launch a package of support specifically for older workers that includes funding support and job coaching.	In Progress. An all-age offer has been developed by the Local Employability Partnership. A working group of the PACE Partnership has been established between the Council, SDS and DWP to further develop joined up support for 50+.
21	Engage with the Sustainable Glasgow Green Economy Hub and the Chamber of Commerce Skills and Employment Board to ensure strong partnership focus on this agenda.	Ongoing. Strong partnership links exist. Further opportunities for collaboration and cross-sector working through both networks will be considered.
22	Establish a training support fund for individuals with protected characteristics that can be used to address the practical barriers that prevent individuals accessing training opportunities.	Complete. A Training and Support Fund has been developed as an all-age offer for employability participants. This covers training and development costs.
23	Work with FE and HE to scale up the funded green skills opportunities that are available for individuals with protected characteristics.	Requires further development. Further scoping activity is necessary.
24	Work with industry and trade unions to promote the funded and accessible opportunities that are available for retraining and upskilling of employees, particularly in instances where formal qualifications are lacking.	Requires further development. Further scoping activity is necessary.
25	Work with industry and trade unions to promote the funded and accessible opportunities that are available for retraining and upskilling of employees, particularly in instances where formal qualifications are lacking.	Requires further development. Further scoping activity is necessary.

4 Next Steps

- 4.1 The Glasgow Local Employability and Skills Partnership will continue to provide governance and leadership to this agenda with delivery continuing as planned across 2025/26.
- 4.2 Whilst this policy takes a focus to 2030, to take into account emerging economic opportunities or challenges, the actions will continue to be reviewed and refreshed on an annual basis. Regular updates will be reported to this Committee as appropriate.

2 Policy and Resource Implications

Resource Implications:

<i>Financial:</i>	There are no immediate financial implications from the proposals in this report for the Council.
<i>Legal:</i>	There are no immediate legal implications arising from the proposals in this report for the Council.
<i>Personnel:</i>	Actions relating to the proposals in this report will be undertaken using existing staff resources.
<i>Procurement:</i>	There are no immediate procurement issues relating to the proposals in this report.

Council Strategic Plan: This work underpins Grand Challenge 3 of the Strategic Plan on fighting the climate emergency in a just transition to net zero.

It also supports the reduction of poverty and inequality in our communities and increases opportunity and prosperity for our citizens.

Equality and Socio-Economic Impacts:

<i>Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.</i>	The focus on reskilling and upskilling those at risk of the transition to a net zero, climate resilient economy will support the following outcomes: 1, 7, 8, and 9.
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What are the potential equality impacts as a result of this report?

The Council's approach to this agenda has the potential to create decent jobs and support social justice in mobility, energy and quality of life.

Please highlight if the policy/proposal will help address socio-economic disadvantage.

This work will help address socio-economic disadvantage by creating reskilling and employment opportunities from the net zero transition for those who are most socio-economically disadvantaged.

Climate Impacts:

Does the proposal support any Climate Plan actions? Please specify:

The work noted in this report both contributes to and is informed by the key aims of the Climate Plan.

What are the potential climate impacts as a result of this proposal?

This report will support all sectors to decarbonise through the supply of green skills.

Will the proposal contribute to Glasgow's net zero carbon target?

Delivery of this plan will guarantee an adequate supply of skilled labour required to deliver on the net zero target

Privacy and Data Protection Impacts:

Are there any potential data protection impacts as a result of this report
Y/N

This report has no impacts upon privacy or data protection.

If Yes, please confirm that a Data Protection Impact Assessment (DPIA) has been carried out

6 Recommendations

- 6.1 It is recommended that Committee notes this update and requests a further update in 12 months.