



Glasgow City Council

Net Zero and Climate Progress Monitoring
City Policy Committee

Report by Kevin Rush, Director of Regional Economic Growth

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Item 3

7th November 2023

Just Transition Skills Action Plan

Purpose of Report:

To present the Just Transition Skills Action Plan.

Recommendations:

The Committee is asked to:

- consider the content of the report; and
- refer the Just Transition Skills Action Plan to City Administration Committee for approval.

Ward No(s):

Citywide: ✓

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

1.0 Introduction

- 1.1 Members will recall considering the [Just Transition Working Group Report](#), which was presented to this Committee on the 8th August 2023 and subsequently approved by the City Administration Committee on the 14th September 2023.
- 1.2 That report made recommendations on future-proofing the skills system so as to stimulate inclusive growth and enhance productivity whilst addressing the climate emergency. The report calls for partners to create more integrated pathways into green skills and jobs. The Just Transition Skills Action Plan supplements the Working Group Report, having been developed to deliver on its recommendations.
- 1.3 Furthermore, the productions of a skills plan to support future labour market needs and help ensure a net zero, climate-resilient city is a direct commitment of the Glasgow Economic Strategy (2022-2030) which the Just Transition Skills Action Plan will delivery on.
- 1.4 This Action Plan has been jointly prepared by Glasgow City Council and Skills Development Scotland. It has been developed through a process of collaboration with a range of local, regional and national stakeholders that includes academia, public bodies, private sector partners, and third sector stakeholders.
- 1.5 Actions have been developed based on the outputs of economic studies by the Cambridge Policy Institute and K-Matrix, who examined opportunities and challenges associated with the green skills system across the Glasgow City Region, with reference to trends and insights on the local low carbon goods and environmental services sector.

2.0 Economic Restructuring

- 2.1 The shift to a greener economy presents a significant opportunity for Glasgow. Properly managed it will stimulate inclusive growth and enhance productivity whilst addressing the climate emergency. However, if poorly planned it could have far reaching economic and social consequences for all sectors.
- 2.2 The restructuring required to deliver a net zero, climate resilient economy will impact on the existing and future workforce alike, with jobs being substituted, new jobs created, jobs redefined, and others eliminated entirely.
- 2.3 Glasgow will not accept another economic transition that worsens living standards and exacerbates inequality. Diversity and inclusion go hand in hand with the climate resilience agenda. An equitable approach to skills development will facilitate a transition that is fair and just.
- 2.4 The actions outlined in this plan are bold and ambitious, they will be 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.

2.3 A systemic response is required to ensure that all people are protected, and those who could be disproportionately affected by the transition can access the new opportunities that will come from it. This is fully aligned with the No One Left Behind agenda, which seeks to ensure that tailored employment and skills support is available for all-ages. It means focusing on those at risk of unemployment or in-work poverty, and it advances equality of opportunity between people who share a protected characteristic and those who don't.

3.0 Structure of the Just Transition Skills Action Plan

3.1 The purpose of the Just Transition Skills Action Plan is to define and steer the role that skills will play in securing a just transition to a net zero and climate resilient economy. It is about creating **“a fairer, greener future for all Glaswegians. We want every Glaswegian to be able to reskill and upskill to participate in the just transition to a net zero and climate resilient economy”**. This our vision.

3.2 In support of this vision, there are 3 objectives:

1. Strengthening the skills ecosystem
2. Facilitating and meeting future demand
3. Promoting equity and equality through the delivery of the skills system.

3.3 The Just Transition Skills Action Plan contains 25 strategic actions that have been identified according to the three key objectives noted above. It represents a short-list that has been assessed in terms of feasibility and impact. Activity has been costed and will be delivered within the parameters of existing and available resources. Delivery will be phased, with all actions completed in full by 2030.

4.0 Next steps

4.1 It is recommended that Members refer this action plan to the City Administration Committee for review and approval. If adopted, an implementation group will be convened to manage and monitor progress under the strategic guidance of The Glasgow Local Employability and Skills Partnership. This should consist of representation from relevant Council departments including Economic Development, Education Services, and NRS, in addition to key partners such as SDS and Glasgow colleges.

4.2 Whilst this policy takes a focus to 2030, to take into account emerging economic opportunities or challenges, the actions will be reviewed and refreshed on an annual basis. Regular updates will be reported to relevant committees as appropriate.

5.0 Policy and Resource Implications

Resource Implications:

Financial: There are no immediate financial implications from the proposals in this report for the Council.

Legal: There are no immediate legal implications arising from the proposals in this report for the Council.

Personnel: Actions relating to the proposals in this report will be undertaken using existing staff resources.

Procurement: 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:

Does the proposal support the Council's Equality Outcomes 2021-25 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.

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

Plan actions? Please specify:

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: This report has no impacts upon privacy or data protection.

6.0 Recommendations

6.1 The Committee is asked to:

- consider the content of the report; and
- refer the Just Transition Skills Action Plan to City Administration Committee for approval.