



North West Business
Leadership Team

**NET
ZERO**
NORTH WEST

North West Net Zero Skills Charter



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the clock is ticking



2026

Large-scale hydrogen
production starts in
the NW



2030

End sale of petrol
and diesel cars



2035

No new gas boilers
to be sold



2040

Net Zero North
West Cluster
target



2050

Binding UK Net
Zero target

Introduction from Professor Eunice Simmons – Chair of NWBLT’s People & Skills Group and VC at the University of Chester

Skills are currently top of the agenda for businesses across the North West today – recruiting and retaining employees has never been more challenging. However, this region offers so much opportunity particularly around the focus on Net Zero and encouraging every person to try to do their bit to keep emissions down and make our world a better, more liveable place.

This Charter further develops the work first published in 2017 and uses a net zero lens to produce a strategic articulation of what skills and capabilities are most important for business. Importantly, it contains a commitment from businesses across the region to step up and support the skills system to deliver accordingly.

We have been delighted to work with partners on this Charter including Net Zero North West, Manchester Metropolitan University and my own University of Chester.



Introduction from Carl Ennis – Chair of Net Zero North West and CEO at Siemens UK

We are all acutely aware of the challenges facing us to achieve our carbon net zero targets. Many businesses have already made commitments with published dates – we at Siemens committed early on to achieving carbon net zero by 2030 and have plans in place to make sure this happens.

The challenge for us all though is in identifying the skills necessary to deliver the commitments and then recruiting and retaining the staff with these skills. Technology will help us but it's finding the skills necessary to deliver that technology that remains the concern. This is where we need to rely even more on our emerging early careers professionals who have both the desire to make a difference and who will bring some of these skills with them to help us to deliver.





Net Zero Skill Charter for the North West

Evolution, not revolution...

There is a tremendous opportunity for the north west to lead the successful transition to Net Zero. To succeed, business and skills and training providers need to work together to support current and future workers to gain the skills and knowledge they will need.

It's about leadership too. Business needs to be braver and see the shift to net zero as a time to invest – especially in their people.

A successful transition also involves recognising the existing skills and capabilities that people have and building on those. For most roles, this should be evolution, not

revolution, with one of the biggest changes being a shift in mindset, to think how each role, each product, service or innovation in a business contributes to the goal of reaching net zero.

This Charter is not a panacea. Signing up to it will not produce a perfect learning environment or instil a sustainability mindset overnight. But it will offer a visible commitment by businesses to play their part in achieving this over time. And it signals an awareness that we cannot delay starting this journey as the clock is already ticking.



Guiding principles

In developing and delivering this Charter, our work has been guided by some key principles: -

- Building on what's already there rather than starting from scratch.
- Being prepared to be flexible in terms of 'how' needs are met but clear and steadfast on 'why'.
- Developing current leadership and workforce as well as leaders and workers of the future.
- Collaborating across business and educators is key to ensuring both sides understand the 'mission'.
- Engaging with learners and workers to properly understand, needs, aspirations and opportunities.
- Being open to doing things differently and to innovating.
- Thinking about how to reach those individuals and communities who wouldn't always have access to these opportunities.





Skills needed by business to meet the net zero challenge

Knowledge



Soft Skills



What can business do to support the skills system



Schools

Provide work experience targeted towards Net Zero

Engage with teachers to identify opportunities to integrate Net Zero activities across the curriculum

Provide relevant role models to promote Net Zero career opportunities to young people

Promote the opportunities that Net Zero presents to school age children from disconnected communities

HE and FE

Co-design the curriculum

Work with Awarding bodies

Buddy up with students (mentoring)

Share apprentices

Charter Commitments

- Consider what Net Zero means for our business – operationally and in terms of future products, services and supply chains
- Consider what impact these changes might have on job roles and key competencies including our leadership teams
- Support the skills system, through positive engagement, in adapting to our needs as a business
- Be a champion for the transition to Net Zero, and articulate our commitment to Net Zero within our organisational values and purpose
- Encourage all our employees to adopt a Net Zero mindset
- Encourage Net Zero literacy training to be rolled out to all employees (shop floor to board level)
- Spread learning through our supply chains

Thanks to our partners for their contributions to this report :-

Manchester Metropolitan University

Net Zero North West

The University of Chester

NWBLT Members



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