

Skills for Clean Growth



Skills for Clean Growth – Workforce for the Future Information Pack

Table of Contents

1. About Skills for Clean Growth (SCG)	1
1.1 About SCG	1
1.2 Why now is the time to drive change in you organisation	1
2. Support for your business offered by the programme	2
2.1 Sustainability Health Check & Action planning	2
2.2 Training and workshops	2
2.3 Skills ecosystem and network	3
3. Eligibility & How to Apply	4
3.1 Eligibility	4
3.2 How to apply	4
4. Workforce of the Future – how we’re funded and partners on the programme	5
4.1 WECA Workforce for the Future	5
4.2 European Social Fund	5
4.3 Other Workforce for the Future Providers	5
5. Data protection	6

1. About Skills for Clean Growth (SCG)

1.1 About SCG

Skills for Clean Growth (SCG) is a free business support programme co-delivered by [UWE Bristol](#) and [NatWest](#), as part of the [Workforce for the Future](#) (WftF) programme, helping to drive the [West of England](#) region's ambitions for [clean and inclusive growth](#).

Targeted at SMEs, the programme will support you to manage the risks and embrace the opportunities from the transition to net zero, drawing on the expertise of UWE Bristol academics, industry leaders and subject matter experts.

We will help you evaluate your business's low carbon status and identify the skills you require to implement clean business practices, developing an action plan and bespoke training and support for your workforce.

Support offered consists of three areas:

1. **Green Skills Need Analysis & Action Plan** – Analysing the skills and knowledge needed in your business and developing a bespoke action plan to support you on your clean growth journey.
2. **Training and Workshops** – Developing practical skills across your business that are directly actionable, drawing on expertise from UWE Academics and professional services staff, Industry leaders and subject matter experts.
3. **Skills Ecosystem and Network** – Practical, targeted, resources, peer learning and connections to likeminded businesses.

1.2 Why now is the time to drive change in you organisation

The pace of change in the economy and legislative environment is accelerating as business leaders and politicians look to reach ambitious targets to reduce carbon intensity at a [regional](#), [national](#) and [international](#) level.

At the same time, consumers¹, businesses² and investors³ are growing in appetite for products and services that have a positive environmental impact and are driving decarbonisation

By embracing low carbon practices, you will help position your business to prosper in this rapidly changing world.

This programme will support you to drive clean growth in your business by helping to upskills your management team and employees to drive change and adopt low carbon practices.

¹ <https://www2.deloitte.com/uk/en/pages/consumer-business/articles/sustainable-consumer.html>

² <https://hbr.org/2020/03/a-more-sustainable-supply-chain>

³ <https://www.economist.com/finance-and-economics/2021/05/17/green-assets-are-on-a-wild-ride>

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2. Support for your business offered by the programme

2.1 Green Skills Needs Analysis & Action planning

Green Skills Needs Analysis – Once you have completed your Needs Analysis, we will arrange an initial meeting to dig deeper into how your business is engaging with sustainability and climate action planning.

Understanding needs - We will then help you understand your short and longer-term skills requirements and the workforce development needed to plan and implement clean growth practices and to improve sustainability across your organisation.

Action planning - Once your needs are identified, you will receive a personalised action plan aligned with your strategic aims and we will develop bespoke training and support options for you.

We will work with you to analyse your organisation's current sustainability, planning support and action across the following three areas:



2.2 Training and workshops

Our training offer is designed to provide practical, targeted support to develop skills and knowledge that can be quickly actioned within your business to support your clean growth goals. This includes access to a range of skills development, training and CPD opportunities – including the leadership skills needed to build a clean growth strategy; and the knowledge and practical tools required to improve practices and planning across your organisation.

Below are the themes of our current workshop offers - as this programme develops, our support will continue to adapt, informed by discussions with businesses and the Green Skills Needs Analysis and driven by the needs of businesses registering with the programme.

Leadership skills workshops

Aimed at existing / aspiring leaders who are leading transformation within their business around sustainability. Giving leaders the capability and knowledge required to build a clean growth strategy.

Leadership and Skills

- **Business Resilience and Adaptation**
- **Building on Behaviour Change**

Construction and Manufacturing

- **Targeted Climate Action Surgeries**

'Call to Action' Workshops

An introductory offer for employees wanting to develop knowledge, capacity and capability around sustainable business practices across the organisation

Climate Reporting Methodology

- **Talking the Language of Net Zero**
- **Workforce Engagement and Behavior Change**
- **Introduction to Zero Carbon Buildings**
- **Business Benefits of Net Zero**

2.3 Skills ecosystem and network

Once you have completed your Green Skills Needs Analysis, you will be able to join our Clean Growth Skills Network connecting you to peers (in person events and online) and giving you access to a resource library being developed with practical, sector focused, resources and case studies.

Clean Growth network events - Connecting you with peers driving clean growth in their businesses and across the region. Events will feature expert speakers working to drive clean growth connecting you into the regions clean growth support eco-system.

Online peer networks Facilitated online peer networks with sector and job function clusters to work collaboratively and find solutions to common challenges.

Online skills library – Collection of industry case studies and practical resources (including signposting to a range of support services for businesses in the region). Content will include:

- A West of England Clean Growth Ecosystem map

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- Case studies from peers

We will also be developing bespoke content for specific sectors and business leaders engaged in the project, drawing on UWE academic and other subject matter experts.

3. Eligibility & How to Apply

3.1 Eligibility

To be eligible for support, applicants must have a business presence in the West of England (Bath & North East Somerset, Bristol, South Gloucestershire and North Somerset) and be a small or medium sized enterprise (SME) according to the [European Commission's SME definition](#). This includes prestart-ups, start-ups, micro enterprises, social enterprises and sole traders as well as established companies. We use the EU SME definition, which takes into account headcount and turnover, but also relationships with other enterprises.

You will need to provide evidence of your eligibility through the submission of accounts details and staff numbers.

3.2 How to apply

Complete the [Registration of Interest form](#) now!

- You will be contacted within **3 working days** by a member of the UWE team to arrange a call to discuss the programme in detail, alongside your business aims and support requirements
- We at UWE Bristol, along with the West of England Combined Authority will check your eligibility, and then the analysis and action planning stage will commence.
- We will endeavour to identify suitable learning and development opportunities that are available within a short timescale
- We may identify that your organisation would benefit from a bespoke course, in-house training, or advanced level modules, which we will continually engage with you to develop and cater to your business needs.
- We will continue to deliver learning opportunities for participating SMEs until early 2023, and you will be able to access suitable development throughout the course of the programme.

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4. Workforce of the Future – how we’re funded and partners on the programme

4.1 WECA Workforce for the Future

UWE Bristol is delivering Workforce for the Future (WftF) on behalf of the West of England Combined Authority (WECA).

Workforce for the Future provides tailored, in-depth support to help businesses plan and adapt for the future by identifying current and future skills needs. The programme helps businesses implement workforce development plans, upskill or retrain employees, and bring in apprenticeships or work placements to drive the business forwards. We can also connect businesses with training and education providers to help shape the West of England’s future talent pool.

For more information on Workforce for the Future and the business support available in the West of England, please contact the [West of England Growth Hub](#). The Growth Hub is the West of England’s dedicated business support service which offers free, one-to-one advice and guidance for SMEs.

4.2 European Social Fund

The project has received £4m of funding from the European Social Fund as part of the 2014-2020 European Structural and Investment Funds Growth Programme in England. The Department for Work and Pensions (and in London the intermediate body Greater London Authority) is the Managing Authority for the England European Social Fund programme.

Established by the European Union, the European Social Fund helps local areas stimulate their economic development by investing in projects which will support skills development, employment and job creation, social inclusion and local community regenerations. For more information visit <https://www.gov.uk/european-growth-funding>.

4.3 Other Workforce for the Future Providers

SCG is being co-delivered by [UWE Bristol](#) and [NatWest](#), as part of the [Workforce for the Future](#) programme.

If it is determined that your development needs do not fit with the Skills for Clean Growth programme available at UWE Bristol, you will be referred to the West of England Combined Authority Growth Hub, who will refer you to a more suitable partner. Please visit <https://www.westofengland-ca.gov.uk/growth-hub/workforce-development/workforce-future/> to find out more about other partners delivering Workforce for the Future.

Other Workforce for the Future partners include:

Delivered by:  NatWest



On behalf of:





5. Data protection

Data Protection Legislation – This information will only be shared where the law allows it. It may be shared with other organisations and the Department for Work & Pensions for administrative, statistical and research purposes, to inform careers and other guidance and to monitor progress. For more detailed information on how we handle your personal information see the [WECA Privacy Policy](#) and [Data Protection Policy](#).

Where you provide personal data to us, it is essential that you have the right to give us that personal data, and to allow us to use it as anticipated by the arrangements between us. This includes where the personal data that you are providing relates to people other than yourself. We will rely on you to make sure that you do have those rights. Both we and you will comply with our obligations under all relevant laws and rules on data protection and privacy.