



Empowering Tomorrow  
**OPITO's Skills Manifesto**





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# Overview

OPITO calls on governments to champion the critical role the energy workforce must play in achieving the UK's energy ambitions, and to commit to working more closely with the industry to ensure skills frameworks and systems are fit-for-purpose across a rapidly evolving nation.

OPITO is the global not-for-profit skills and standards body for the energy industry. With an extensive 50-year heritage, we work closely with governments, regulators, trade unions, trade associations and other pan-sector organisations to design and implement skills enhancement programmes for the broader energy industry. These programmes address development needs, assure workforce competence, and ensure safety standards are maintained. We also lead comprehensive national skills surveys, which provide valuable market intelligence data, identify gaps and can support the development of national skills strategies. By collaborating with private, public and third-sector entities our approach ensures that the energy industry's workforce remains competitive and adaptable.

We are trusted advisors with extensive industry experience in setting internationally recognised standards for safety, training and workforce competence assessment.

Additionally, our rigorous quality assurance procedures help minimise risks associated with offshore operations and enhances the UK's regulatory frameworks, ensuring higher safety standards and reducing the likelihood of accidents.

As the energy sector transitions towards more sustainable practices, OPITO's expertise in re-skilling and cross-skilling can support the workforce in adapting to new technologies and methods, which facilitate a smoother passage to renewable and emerging energy sources. A well-trained workforce is more productive and efficient, and by helping to ensure a continued supply of skilled workers, OPITO supports job creation within the industry; a significant contributor to the UK economy.

By aligning with OPITO's standards, the UK can position itself as a leader in energy safety and competence, attracting global investment and enhancing its competitive edge in the international market. Our proud partnerships with government bodies plays a crucial role in shaping workforce development, safety, and policy within the energy industry.



The multi-disciplinary nature of the current oil and gas workforce will play a crucial role in allowing the UK to maintain our position among the world's leaders in net-zero energy. 90% of the UK's oil and gas workforce have skills that are transferable to adjacent energy sectors; this doesn't just consider skills from a technician or engineering perspective, but across all

business areas, from people management to leadership and new digital skills, and includes all workforce roles both onshore and offshore. The net-zero transition will be one of the dominant labour market trends of the next 30-years and, as such, a carefully managed transition supported by a stable policy regime must be in place.



# Our Asks

1.

## A NATIONAL SKILLS STRATEGY

The creation of a unified and cohesive National Skills Strategy for the energy industry would help shape the country's economic future, ensuring that individuals and businesses have the skills they need to thrive.

- The government must demonstrate leadership in the fields of consistency and stability. This will foster a positive and collaborative dynamic with industry and provide assurance that long-term investments – whether in skills, or other areas – can be appropriately risk-assessed and fulfilled.
- Government must outline their national-looking expectations, with the opportunity and ability for regional and sectoral opinions and critical factors to shape the specific focus areas.



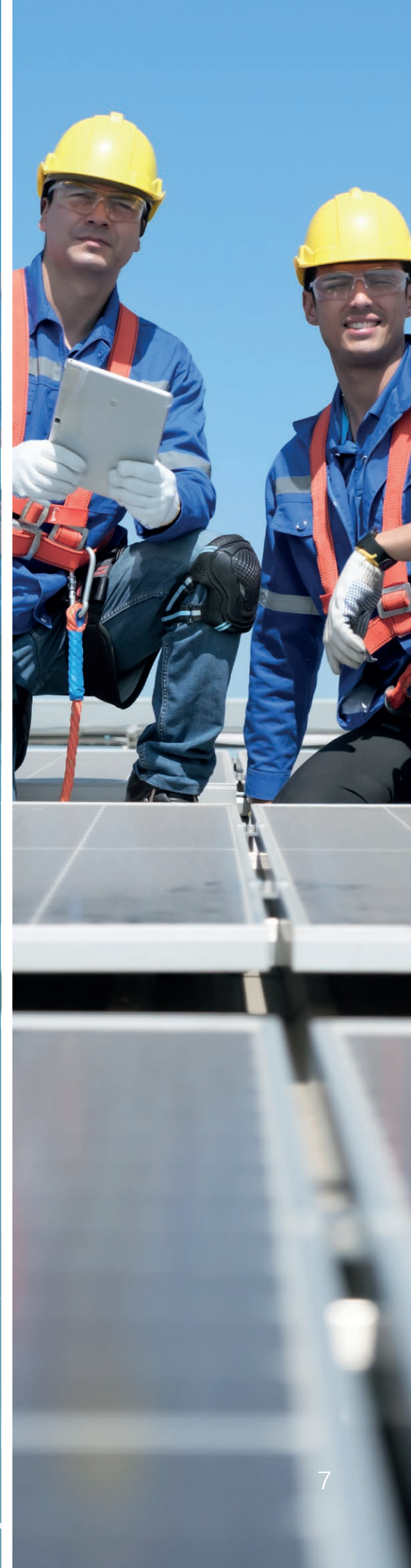
# Our Asks

## 2.

### ACTIONS OVER WORDS

Active government involvement helps create a stable, innovative, and resilient industrial and economic landscape, benefiting the entirety of the energy industry.

- The government must continue to support and give appropriate attention to the sectoral North Sea Transition Deal approach, as disengagement, disinterest or a fundamental structure change will undermine the work done to-date and set the industry back.
- Government support for people and skills-centric workstreams in energy is essential, including committing to ensure adequate resource is in place to support end-to-end delivery. This will provide greater efficiency and drive progress.





# Our Asks

## 3.

### THE SKILLS SHORTAGE

Bridging the skills gap requires a multi-faceted approach which involves clearly defining job requirements, offering training and development opportunities, building relationships with educational institutions, looking for and nurturing transferable skills, and better utilising emerging technology.

- The government must provide suitable endorsement and avenues for broader adoption of initiatives like OPITO's 'Energy Transition Qualifications.' These contribute to a skilled, adaptable, and sustainable workforce, which will in-turn support both environmental goals and economic prosperity.
- The government should ensure further incentives are put in place to reverse the decline in employer investment in training.





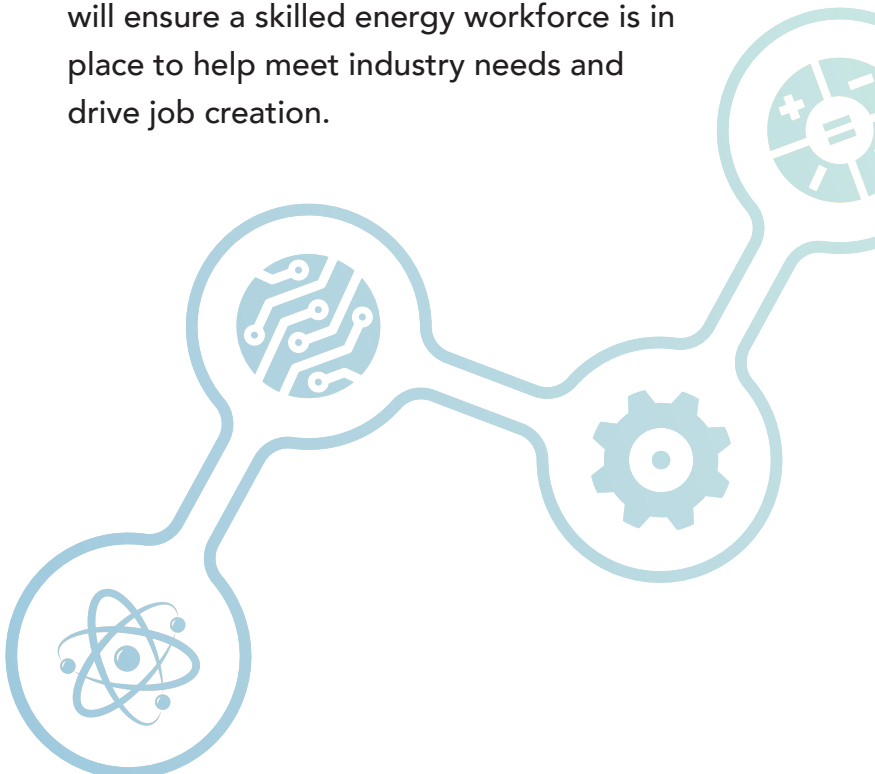
# Our Asks

## 4.

### **SOCIAL MOBILITY**

STEM-related subjects introduce a wider variety of perspectives that support greater innovation and competitiveness. The arts foster design, creative and critical thinking proficiencies. Both are essential for building the clean energy workforce of tomorrow.

- The government must continue to vocalise its support for STEM education to ensure critical energy career paths are available.
- Government support for education routing will ensure a skilled energy workforce is in place to help meet industry needs and drive job creation.



# Our Asks

## 5.

### FUTURE DEMAND

Acquiring skills for the future is the process of learning and developing abilities that are expected to be in high demand for the energy sector of the future.

- The government must adequately fund apprenticeships to ensure that a diverse range of people can access quality training, regardless of their background. This will help alleviate painful skills shortages currently being faced across the energy industry.
- The government must provide further support for organisations on how to integrate apprenticeships and the individuals completing them into an organisation post-learning. An effective and enduring skills system is required, and that must be built-on the appropriate monitoring of current and future trends.





# Our Asks

## 6.

### STABILITY

The impact of stable and considered energy policy is vital, as it influences economic growth, environmental protection, social equity, and technological innovation. Currently, an unclear and complex policy environment is resulting in a national reluctance to properly invest in skills initiatives across the energy industry.

- The government must provide a clear and stable future policy direction to 2030 and beyond. This will ensure sector alignment and establish boundaries.
- The government must collaborate further with businesses and educational bodies, to ensure their policies are feasible and beneficial for the sector. Clarity must be provided at the earliest, possible opportunity to support responsible, long term decision making within the industry, and to allow investor confidence to be re-established. This will have a knock-on and positive impact for ongoing skills development initiatives.



# Unlocking Potential

The previous aspects must be acknowledged and actioned. If this occurs, several significant achievements can be expected across the industry in the years to come. A workforce that can be cross-utilised will lead to higher productivity and efficiency within businesses. This, in turn, can drive economic growth as companies can up-scale operations without the common burden of skilled resource concerns. Skills as a whole foster innovation and will enable the energy industry to stay competitive in an increasingly aggressive global market. Skilled workers are more able to adopt and implement new technologies and processes, contributing to a culture of continuous improvement and innovation. The points within this manifesto can also help galvanise job creation and opportunity, especially in emerging industries such as technology and advanced manufacturing. Individuals will have clearer pathways for career progression, as improved skills training provides opportunities for advancement within their chosen fields.

The points that underpin this manifesto seek to identify and address specific skills gaps within key sectors, ensuring that the industry has access to the talent it needs to thrive. Proactive skills development will help future-proof the abilities of the workforce against changes in industry demand and technological advancements.



A focus on skills enhancement can promote greater social mobility by providing equal opportunities for all individuals to access high-quality education and training, regardless of their background.

By encouraging a diverse range of individuals to develop new skills, the workforce becomes more inclusive and reflective of the broader society. Education and training programmes will be better aligned with industry needs, ensuring that apprentices and graduates are equipped with relevant and up-to-date skills. Emphasis on lifelong learning and continuous professional development will also ensure that individuals can continually upgrade their skills throughout their careers, increasing the likelihood that they will remain within the industry.

A skilled workforce is more adaptable and resilient to economic change. This adaptability is crucial for maintaining





economic stability in times of transition. Diversified skills development helps balance the economic reliance on specific sectors, reducing vulnerabilities associated with sector-specific downturns.

Achieving the key objectives set out within this manifesto can lead to a highly competent, adaptable, and energy workforce, driving economic growth, social mobility, and competitiveness.

It will ensure that individuals are equipped to meet the challenges of the future, while organisations within the sector can thrive in an increasingly competitive global market.

We are committed to working with government to make this happen, and will leverage every resource at our disposal to support the shared vision of a skilled and capable workforce now, and into the future.

OPITO's vision transcends policy documents — it centres on action. Our ongoing work on skills mapping identifies core skills needed for the changing industry landscape. Digital technology and evolving business models necessitate innovation, and we're at the forefront, ensuring the workforce remains adaptable and skilled. Continuing to invest in education, and the drive to continuously improve and support the demand for industry skills, is instrumental to success.

OPITO's expertise within the energy sector is key to enhancing safety, workforce competence, economic productivity, and environmental sustainability. By leveraging this knowledge and experience, the government can ensure a more resilient and inclusive energy industry that is equipped to evolve in-line with both current and future transition journeys.



**We are collaborative.  
We have integrity.  
We are adaptive.**

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Working together to develop a safe and skilled energy workforce.

