

International Experience of Sector Skills Councils for Renewable Energy

***DVET / GIZ Technical workshop
on a
Skills Council Mechanism for the Renewable Energy Sector***

28 June 2023

Starting point:

SSCs are **multi-stakeholder** organisations, usually including:

- Employers
- TVET institutions and training service-providers
- Government
- Organised labour

Effective employer engagement is cited by researchers everywhere as being the single most important element in a successful SSC

What's in it for employers?

- **TVET tailored to specific skills needs of business**, thereby making it more productive, competitive and profitable
- **Closer engagement** with other enterprises in value chain, making critical skills easier to identify, prioritise and address
- **Development of national standards** for occupational competence and the accreditation of TVET institutions and programmes
- **Stronger voice** in development and implementation of national TVET policies, structures and programmes
- **Mobilisation of more resources** for skills development
- **Better co-operation between social partners** on TVET and sometimes other issues such as labour policies, occupational health & safety, and economic productivity

Addressing the challenge of “how to cut the cake”:

- **In most countries** (27 out of 30 surveyed), each SSC is responsible for green skills in its own sector, with renewable energy often split between SSCs for the engineering, chemical, manufacturing and electricity-supply industries. This facilitates rapid expansion of existing TVET programmes in familiar disciplines but tends to impede development of new programmes for emerging technologies and co-ordination across sectors.
- **India** has a dedicated ***SSC for Green Jobs*** which includes renewable energy, energy efficiency, energy storage, green construction, green transportation, environmental protection and pollution control.
- One of **New Zealand's** Workforce Development Councils ('super-SSCs') has responsibility for all work-based training of skills for renewable energy technologies.

Notable features of India's SCGJ:

- The council of SCGJ comprises 17 representatives from industry and 4 from government
- Its goals for 2030 are to deliver training in green skills to 3'000'000 workers and trainer-training to 7'500 trainers through 20 specialised centres of excellence and 750 ordinary training centres
- To date, it has focused mainly on identifying skills gaps in the green economy and developing 'qualification packs' for key occupations, containing a description of the work involved and the qualifications and core skills required to perform it; this enables training providers to develop programmes leading to the required qualification and skills
- It has also implemented 11 projects installing 231 KW solar power generation plants and micro-grids in rural villages with a combined total of over 20'000 households
- Like all SSCs in India, SCGJ is funded by the central government; a 2016 government commission was critical of the lack of accountability in the funding system & tighter controls have since been imposed, at the expense of flexibility & responsiveness in implementation of programmes

Notable features of NZ's WDC for Manufacturing, Engineering & Logistics

- 41% of NZ's energy comes from renewable sources – mainly hydro-electric and geothermal; the skills required for this are well-defined and generally available, making the WDC's work in this field relatively easy
- NZ government does not participate in WDC governance or prescribe how it should be organised; however, the parastatal national Tertiary Education Commission registers WDCs that have the required representivity and technical capacity in order for them to receive public funding
- A WDC is required to raise at least 30% of its budget through voluntary cash contributions from industry and may lose recognition by the TEC if it consistently fails to do so; the TEC may also reduce funds allocated to the WDC if its training programmes have poor pass- and through-put rates
- NZ's 'light-touch' approach by government to regulating the work of SSCs and high accountability on performance standards makes for operational efficiency.

Key lessons:

- SSCs work best in sectors, such as renewable energy, that can benefit from higher levels of skill
- Employers are best able to define the sector, even if it seems inconsistent
- Clear mechanisms must be established for coordination and dispute resolution between SSCs and other stakeholders in TVET
- SSCs are more effective when they have to earn their income
 - License the SSC for a fixed period, then monitor and evaluate its performance against predetermined performance criteria
 - Permit limited migration of member companies between SSCs
- A high degree of operational autonomy coupled with a high degree of accountability seems to produce the best results from SSCs.

A final thought:

An effective SSC operates like the conductor of an orchestra with many separate sections requiring many different skills, all of which contribute to the final, beautiful result!

WOODWIND family



BRASS family



STRING family



PERCUSSION family

