

# Partnership Approach to Skills Capacity and Net Zero

November 2022



# Increasing skills capacity NOW!



Launched in November 2021, X-Academy is increasing the professional skills capacity of the energy sector right across the energy transition.

Already winning two, industry-judged, awards (Just Transition Champion (Renewable UK), and Green Energy Skills (Scottish Renewables), X-Academy has demonstrated a revolutionary model for delivering:

- Additional professional skills capacity; and
- Additional pace towards Net Zero.

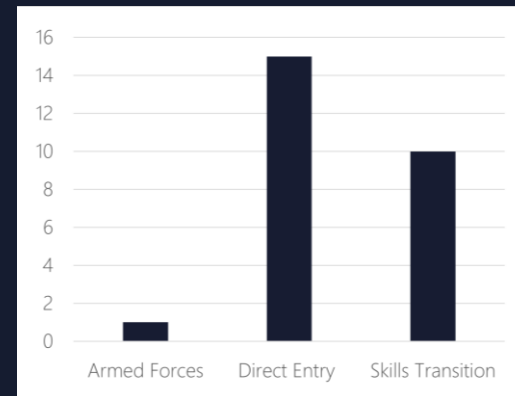


# The people behind the

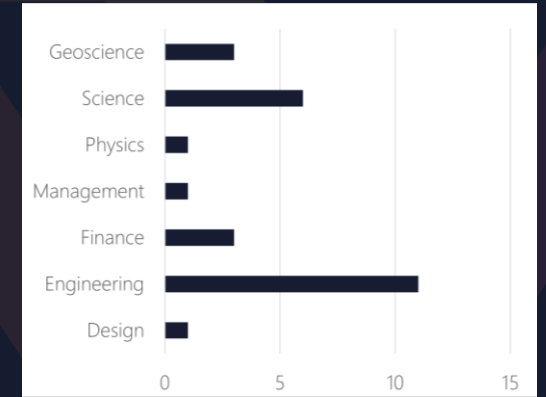
- 26 additional people from many backgrounds working across the energy transition in roles that did not exist before (50% new graduate, 50% skills transition)
- Each person spends ~75% of their time working on real projects which can deliver a meaningful impact on the road to net zero...all the time learning from those with experience
- Initial grant funding from Scottish Government (£1.6M) and initial industry anchor partners bp & EnBW (£1.25M)...we are now working with over 20 industry partners.



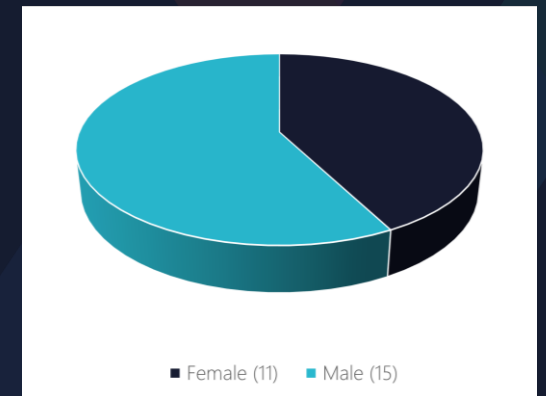
Our people are from all over the world!



We need additional capacity, from various career backgrounds.



Science, Technology, Engineering, Arts and Maths (STEAM) are key for the energy sector.



Working towards a showcase of how the energy sector should be; but we still have work to do.



# We need your help!

One year in and our pilot-scale start has been a great success.

All across the industry professional skills shortages are causing significant challenges, from the Government and Regulator, to Developers/Operators, to Consultants and Supply Chain.

X-Academy has committed to reinvesting the money it makes, working on meaningful projects, into creating additional capacity for more people to enter the sector.

But we need more industry partners. Can you help with:

- Funding? – Businesses often struggle to utilise all budgets before end of the financial year – we have an ‘oven-ready’ means to make progress on your projects whilst also creating capacity for industry.
- Projects? – People learn better by doing things they are inspired by. As we grow we will continue to need more projects (these must be aligned with the UN Sustainable Development Goals).