



Funded by
UK Government

Net Zero

Dorset Local Skills Improvement Plan

LMI Sector Insights | December 2023



#DorsetSkills #ChangingSkills



www.dorsetchamber.co.uk/lsip

Green skills

- Green skills not easily definable – combination of hard and soft skills – an umbrella term for technical skills, knowledge, behaviours and capabilities
- Still not entirely possible to precisely predict which jobs will be created in the pursuit of decarbonisation, or what specific skills will be needed. However, the scale and nature of the future transformation in the UK's workforce is starting to become visible
- Irrespective of exact composition of UK's future energy mix, net zero is likely to require two specific groups of skills:
 - 1) The transition to clean energy is likely to require significant numbers of people trained in high level science, technology, engineering and maths (STEM) skills, such as environmental scientists and engineers
 - 2) The process of decarbonising existing industry and assets will require a sizable workforce with strong low and medium level technical qualifications, such as retrofit installers
- On this basis, the UK labour market is not well adapted for the transition, suffering from both low levels of STEM graduates and a relative lower supply of relevant vocational skills
- This leaves a qualification gap at both the specialist and operational ends of the skills spectrum. The green jobs challenge is therefore not just a low skill retraining challenge or a high skill innovation challenge
- Workers that currently make up carbon intensive industries are typically older. But the jobs that will replace them - turbine or battery manufacture, for example - are perceived as being for younger generations

Green skills

- Some of the specific issues identified are:
 - To fulfil the 2030 carbon target, estimated the UK needs 170,000 more workers to qualify per year than currently in areas such as domestic retrofit, renewable heat and EV manufacturing and infrastructure
 - In addition, more than 3 million people are in need of upskilling for the transition to net zero emissions
 - Apprenticeships are a key route into these industries, but currently there are few routes available. There is also a severe gender imbalance in these industries
 - The UK needs to bolster its domestic engineering capability to achieve net zero
 - The list of free qualifications under the Lifetime Skills Guarantee fails to include crucial training for the net zero transition, such as domestic retrofit and electric vehicle engineering
- Whilst these supply-side issues exist, the demand for green skills continues to grow strongly. Some estimates are that demand is growing by double-digit per year
- Four possible major influences on market for green jobs and green skills
 - 1) Expansion of skills and scope in existing specialist roles e.g. sustainability managers
 - 2) Increased need for green skills in non-specialist roles e.g. product designer
 - 3) Transition of workforce from less sustainable sectors to new roles e.g. vehicle assembly technician
 - 4) Demand for green skills in new green sectors e.g. hydrogen plant operative

Green Job postings - volume

Job Postings Overview



There were 831 total job postings for your selection from January 2022 to September 2023, of which 398 were unique. These numbers give us a Posting Intensity of 2-to-1, meaning that for every 2 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

Top Industries

Industry	Total/Unique (Jan 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Public Administration and Defence; Compulsory Social Security	114 / 63	2 : 1	30 days
Human Health Activities	153 / 27	6 : 1	23 days
Office Administrative, Office Support and Other Business Support Activities	27 / 20	1 : 1	35 days
Education	30 / 19	2 : 1	33 days
Specialised Construction Activities	21 / 15	1 : 1	39 days
Water Collection, Treatment and Supply	16 / 12	1 : 1	21 days
Manufacture of Other Transport Equipment	12 / 7	2 : 1	8 days
Retail Trade, Except of Motor Vehicles and Motorcycles	13 / 7	2 : 1	34 days
Activities of Head Offices; Management Consultancy Activities	11 / 6	2 : 1	29 days
Financial Service Activities, Except Insurance and Pension Funding	10 / 5	2 : 1	28 days

There c400 job postings across 2022 and 2023 (to date) based on the definition of green skills adopted. This covers a myriad of roles/jobs (c360 job titles which have been defined by [Lightcast](#) through a taxonomy which has specifically developed to reflect ‘green jobs’ or jobs that require ‘green skills’.

Typically, jobs are posted twice before being filled (posting intensity of 2:1).

Source: Lightcast, 2023

Green job postings – location and recruiters

Top Cities Posting

City	Total/Unique (Jan 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Bournemouth, Bournemouth and Poole	185 / 101	2 : 1	32 days
Poole, Bournemouth and Poole	160 / 83	2 : 1	33 days
Blandford Forum, Dorset CC	114 / 56	2 : 1	28 days
Dorchester, Dorset CC	69 / 42	2 : 1	30 days
Wimborne, Dorset CC	93 / 33	3 : 1	33 days
Christchurch, Dorset CC	114 / 20	6 : 1	28 days
Portland, Dorset CC	19 / 16	1 : 1	29 days
Weymouth, Dorset CC	29 / 15	2 : 1	31 days
Ferndown, Dorset CC	18 / 14	1 : 1	24 days
Bridport, Dorset CC	8 / 3	3 : 1	31 days

* Christchurch is defined within Lightcast as being in the Dorset Council area – this classification does not reflect the post-April 2019 Local Government restructure

The data seems to suggest that some of the largest recruiters for jobs that have a requirement for green skills are large public sector organisations – such as those working in utilities, education and environmental management.

Source: Lightcast, 2023

Top Companies Posting

Company	Total/Unique (Jan 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Environment Agency	88 / 46	2 : 1	28 days
NHS	125 / 12	10 : 1	23 days
Wartsila	12 / 10	1 : 1	21 days
Wessex Water	13 / 10	1 : 1	21 days
Bournemouth University	12 / 9	1 : 1	32 days
Dorset Council	8 / 7	1 : 1	30 days
The Sales And Marketing Hub	9 / 7	1 : 1	35 days
Bournemouth Borough Council	11 / 6	2 : 1	n/a
Res Agency	10 / 6	2 : 1	55 days
Acorn	11 / 5	2 : 1	39 days
BAE Systems	9 / 5	2 : 1	8 days
Bournemouth And Poole College	10 / 5	2 : 1	33 days
Rlm Agency	6 / 5	1 : 1	23 days
Solar Eco Uk LTD	7 / 5	1 : 1	39 days
Verdant Search	11 / 5	2 : 1	28 days
Bcp Council	9 / 4	2 : 1	30 days
Ultra Group Company Limited	13 / 4	3 : 1	n/a
Hoare Lea	4 / 3	1 : 1	49 days
Savills	7 / 3	2 : 1	33 days
Vitality Corporation Bv	11 / 3	4 : 1	46 days

Green job postings – role demand

Top Posted Occupations

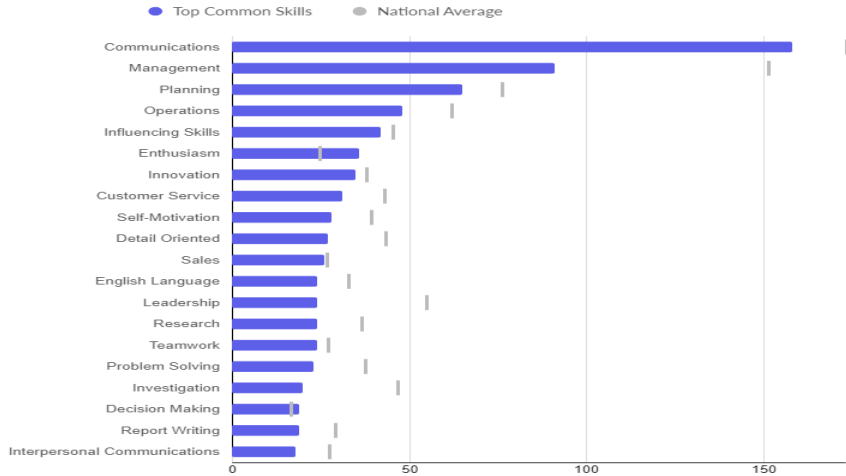
Occupation (SOC)	Total/Unique (Jan 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Refuse and Salvage Occupations	137 / 72	2 : 1	29 days
Health and Safety Managers and Officers	93 / 44	2 : 1	33 days
Business, Research and Administrative Professionals n.e.c.	70 / 40	2 : 1	32 days
Construction and Building Trades n.e.c.	48 / 29	2 : 1	35 days
Natural and Social Science Professionals n.e.c.	41 / 26	2 : 1	33 days
Engineering Professionals n.e.c.	34 / 21	2 : 1	35 days
Inspectors of Standards and Regulations	42 / 21	2 : 1	33 days
Science, Engineering and Production Technicians n.e.c.	38 / 17	2 : 1	25 days
Waste Disposal and Environmental Services Managers	22 / 11	2 : 1	39 days
Project Support Officers	15 / 8	2 : 1	36 days
Management Consultants and Business Analysts	14 / 7	2 : 1	32 days
Buyers and Procurement Officers	13 / 6	2 : 1	39 days
Conservation Professionals	7 / 5	1 : 1	30 days
Environment Professionals	10 / 5	2 : 1	11 days
Electricians and Electrical Fitters	8 / 5	2 : 1	38 days
Cleaners and Domestics	16 / 5	3 : 1	44 days
Production Managers and Directors in Manufacturing	3 / 3	1 : 1	35 days
Managers and Proprietors in Other Services n.e.c.	7 / 3	2 : 1	n/a
Production and Process Engineers	5 / 3	2 : 1	35 days
Other Researchers, Unspecified Discipline	12 / 3	4 : 1	23 days

Top Posted Job Titles

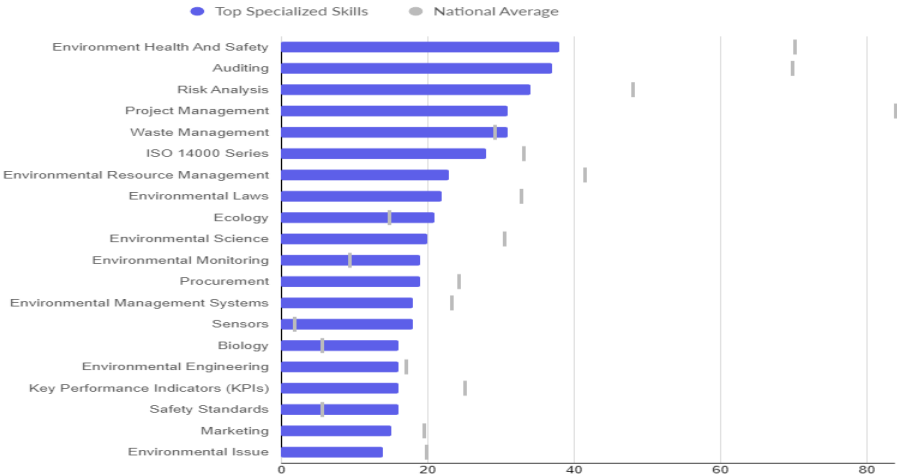
Job Title	Total/Unique (Jan 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Recycling Workers	117 / 64	2 : 1	26 days
Environmental Monitors	38 / 17	2 : 1	28 days
Environmental Officers	30 / 17	2 : 1	33 days
Sustainability Consultants	25 / 16	2 : 1	32 days
Environmental Health and Safety Managers	44 / 15	3 : 1	32 days
Recycling Managers	41 / 15	3 : 1	39 days
Sustainability Officers	22 / 12	2 : 1	22 days
Environmental Test Engineers	17 / 10	2 : 1	14 days
Solar Pv Installers	19 / 10	2 : 1	42 days
Water/Wastewater Engineers	11 / 10	1 : 1	21 days
Environmental Planning Interns	14 / 8	2 : 1	17 days
Solar Technicians	12 / 8	2 : 1	21 days
Energy Efficiency Analysts	9 / 7	1 : 1	35 days
Environmental Health Officers	11 / 7	2 : 1	33 days
Environmental Project Managers	14 / 7	2 : 1	25 days
Solar Electricians	17 / 7	2 : 1	38 days
Sustainability Coordinators	16 / 7	2 : 1	32 days
Environmental Engineers	10 / 6	2 : 1	8 days
Solar Panel Installers	8 / 6	1 : 1	40 days
Solid Waste Operators	15 / 6	3 : 1	45 days

Source: Lightcast, 2023

Green job postings - skills



Top Common Skills	Unique Postings	National Average
Communications	158	173
Management	91	151
Planning	65	76
Operations	48	62
Influencing Skills	42	45
Enthusiasm	36	24
Innovation	35	37
Customer Service	31	43
Self-Motivation	28	39
Detail Oriented	27	43
Sales	26	27
English Language	24	32
Leadership	24	55
Research	24	36
Teamwork	24	27
Problem Solving	23	37
Investigation	20	46
Decision Making	19	16
Report Writing	19	29
Interpersonal Communications	18	27



Top Specialized Skills	Unique Postings	National Average
Environment Health And Safety	38	70
Auditing	37	70
Risk Analysis	34	48
Project Management	31	84
Waste Management	31	29
ISO 14000 Series	28	33
Environmental Resource Management	23	41
Environmental Laws	22	33
Ecology	21	15
Environmental Science	20	30
Environmental Monitoring	19	9
Procurement	19	24
Environmental Management Systems	18	23
Sensors	18	2
Biology	16	5
Environmental Engineering	16	17
Key Performance Indicators (KPIs)	16	25
Safety Standards	16	5
Marketing	15	19
Environmental Issue	14	20