

Item 5

26th August 2015



Glasgow City Council

Sustainability and the Environment Policy Development Committee
26 August 2015

Report by Executive Director of Land and Environmental Services

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GREEN JOBS FAIR

Purpose of Report:

The purpose of this report is to inform committee about the establishment of an annual Green Jobs Fair.

Recommendations:

It is recommended that committee agrees to note the report.

Ward No(s):

Citywide:

Local member(s) advised: Yes No

consulted: Yes No

1. Introduction

- 1.1 This report notes arrangements for a Green Jobs Fair, which is being delivered by the Council and is intended to be continued annually.
- 1.2 Growing the green economy is one of the key aims of Sustainable Glasgow. The city is both home to a significant proportion of jobs in the green business sector and is an exporter of skilled engineers to companies elsewhere in Scotland and the UK. The Report of the Economic Commission in 2011 recognised the importance of the sector for Glasgow and recommended that the city should work towards becoming a global low-carbon hub. It also called on partners to develop a skills pipeline so that business growth can be supported through a ready supply of skilled local labour.

2. Background

- 2.1 In 2014, a report was launched in the City Chambers on the state of the renewables sector in Scotland. It highlighted that Glasgow is home to more people employed in this sector than any other area of Scotland. Notably, of those companies surveyed, over half advised that they would be looking to employ more staff in the following 12 month period.
- 2.2 A less positive feature of the report, however, was a concern from employers about the adequacy of current and projected labour supply levels. This concern is shared consistently by other representative bodies across engineering, energy and the physical sciences. They all highlight skills gaps in the Glaswegian and Scottish economies, with a perceived weakness in the ability of the local labour market to meet demand for engineers, technicians and associated professions. Companies in the sector have also raised challenges in relation to the demographics of their own workforces – many of whom are ageing and will need to be replaced as they retire over the next few years.
- 2.3 Sustainable Glasgow has looked to encourage local planning around the green jobs agenda. A principal aspect of this has been recognition of the Council's role in helping to inspire young people to consider green career paths and to make appropriate academic subject choices. One means of achieving that aim has been the establishment of a Green Jobs Fair for secondary school pupils. The objectives of the event are to:
 - Introduce young people to a range of employers, with a key focus on green skills across various sectors;
 - Encourage young people to think about future green career paths and the skills and qualifications required;

- Deliver on the Council's aims to involve more boys and girls in the STEM (Science, Technology, Engineering and Mathematics) subjects and help drive green jobs growth.
- 2.4 An initial Green Jobs Fair was held in 2013 by the Council's Education Services with support from Sustainable Glasgow. Partners agreed at that time that, if the event was judged to be a success, it would be established as an annual fixture.
- 2.5 The first Green Jobs Fair was attended by more than 350 young people from S2 and S3 classes. Last year's event achieved a capacity attendance of 500 young people, with a large waiting list of reserve places being accumulated. Pupils have attended from all of the city's secondary schools. A specific focus has also been placed on ensuring a gender balance in participation, in order to encourage more girls and women to consider STEM-related careers and to challenge occupational stereotypes around gender.

3. Proposals

- 3.1 Given this context, the Green Jobs Fair has now become an annual event. This year it will take place in the Glasgow Science Centre on Tuesday 15 September. The format of the day is for presentations by employers, which will highlight opportunities in the green business sector, as well as potential one-to-one engagement between the young people and participating companies. There will be a particular focus on attainment in science subjects throughout the day, given the key links between green business and the STEM subjects.
- 3.2 Employers exhibiting at the event include many local and national partners, including:
- City Building
 - Jobs & Business Glasgow
 - Scottish Power
 - Viridor
 - SEPA
 - University of Glasgow
 - University of Strathclyde
 - Skills Development Scotland
 - Council Services
 - NHS Greater Glasgow & Clyde
 - Engineering Development Trust

- 3.3 The Green Jobs Fair is a key part of the city's broader approach to developing a skills pipeline in support of green jobs growth for the city. It is therefore recognised as important that any interest which young people show from such an event should be followed up and nurtured. In addition to the school-based support for their subject choices and vocational ambitions, there will be other opportunities to provide practical options for young people as they move towards the world of work. For instance, the Glasgow Science Centre also hosts a 'My World of Work' exhibition, with associated workshops, that gives children and young people access to information and advice on a wide range of potential career opportunities involving science, technology and sustainability. It is sponsored by Skills Development Scotland and therefore offers an additional year-round resource for local use. Other links to existing initiatives administered by the Council and family services will be drawn upon to support and further build on young people's interest in the sector.
- 3.4 The theme for Glasgow's Green Year 2015 during the month of September is 'Growing a green economy'. The Green Jobs Fair will therefore benefit from the strong media links which have been created through the 2015 programme by being held at this time. It also fits well with the stage in the academic cycle at which the young people will be attending.
- 3.5 Members will note that the development of a broader strategy for green jobs is a current priority for Sustainable Glasgow. This is being drawn up through Development & Regeneration Services and has the potential to make a strong contribution to the city's work on a new Economic Strategy.

4. Policy and Resource Implications

Resource Implications:

Financial: Funding is from existing resources.

Legal: None

Personnel: None

Procurement: None

Council Strategic Plan: This proposal fits with the Strategic Plan priority to make Glasgow one of the most sustainable cities in Europe.

Equality Impacts:

EQIA carried out: Yes

Outcome: This initiative has a key focus on supporting gender equality.

Sustainability Impacts:

Environmental: Low carbon industrial development will help the city both to reduce greenhouse gas emissions and to adapt to climate change.

Social: This work will encourage Glaswegian young people to access career paths which are traditionally associated with good pay rates and high levels of occupational progression.

Economic: The Green Jobs Fair is an important element in the city's aim to generate green economy growth.

5. Recommendations

5.1 It is recommended that committee agrees to note the report.