

1 Recommendation 1: Evidence-led skills planning

The Scottish Hydrogen Skills Group brings together SDS, skills partners and the enterprise agencies, ensuring regular project pipeline updates inform skills planning. SGN scoped hydrogen job roles against a skills matrix for their workforce. The Hydrogen and Carbon Capture Skills Partnership (H&CCSP) takes an employer-led approach to skills intelligence, workforce planning and training development, which informed the Hydrogen Skills Framework.

2 Recommendation 2: Education-industry partnerships

Hydrasun actively strengthens education-industry partnerships through mock interviews, scholarships, industry site visits, STEM activities, and knowledge-sharing sessions with schools, colleges, and universities. These initiatives help develop demand-led skills, enhance employability, and ensure learners gain relevant industry insight aligned with evolving business and workforce needs. Aberdeen's Energy Transition Skills Hub was made possible through education-industry partnerships.

3 Recommendation 3: De-risk investment in skills development (investment)

The National Energy Skills Accelerator's (NESA) Just Transition Fund project enabled the delivery of hundreds of accessible training places, many of which were H₂-related. The project completed in 2024 and NESA is actively seeking opportunities to expand their energy transition skills development activities.

4 Recommendation 4: Upskilling, reskilling and repurposing

OPITO supports the recognition of transferable competence across the energy industry, helping reduce unnecessary retraining and enabling workers to transition safely into emerging sectors, including hydrogen where appropriate. Hydrasun provide accredited courses for upskilling and reskilling to support those in the transition and the delivery of hydrogen projects, covering specific equipment packages, the specific interfaces between these packages and most importantly, safety requirements. The Scottish Government and UK Government have funded in the Oil and Gas Transition Training Fund, delivered by SDS. ECITB supports the ECI sector with its upskilling and reskilling needs via employer engagement and industrial training levy support.

5 Recommendation 5: Work-based learning

Skills Development Scotland have been making apprenticeships more flexible than ever. Hydrogen assets can be built into the Engineering MA (Diagnosing Faults, Maintaining Engineering Assets).

6 Recommendation 6: Sector attractiveness

The Scottish Schools Hydrogen Challenge (supported by ETZ Ltd and Hydrasun) engages around 750 secondary school pupils annually.

7 Recommendation 7: Strategic skills planning (multi-sector approach; co-opetition where there is competition or same skillets)

Recognising that hydrogen, CCUS, offshore wind and conventional energy increasingly draw upon many of the same occupations and competencies, OPITO is supporting strategic workforce planning across the wider energy system. Their focus is on helping industry and governments make evidence-led decisions that maximise workforce mobility and build long-term workforce resilience. Energy & Utility Skills recognises that many of the occupations required by the hydrogen sector draw from talent pools shared with gas, electricity, renewable energy, water, and process industries. They are taking a coordinated approach to workforce planning that identifies common competence requirements, maximises the use of transferable skills and promotes collaboration between employers and sector stakeholders. ECITB advocates for an integrated energy workforce with transferable skills at its core.

8 Recommendation 8: Equality, diversity and inclusion

SDS have a range of equality support guides and resources to help apprenticeship learning providers.