



The Green Skills Advisory Panel (GSAP)

"You Said, We Did"

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Context and Background

21 GSAP Regions

Established panels across the UK, with more regions actively in development and coming soon.

National Board

An overarching GSAP National Board provides strategic oversight and connects all regional panels.

International Reach

Two international partnerships already in place, with a further two currently in the pipeline.



You Said, We Will Do

Industry told us what it needed —here is how GSAP is responding with concrete action.

1

State of the Nation Report

A comprehensive, evidence -based report capturing the current green skills landscape across the UK —giving industry and FE a shared baseline.

2

Direct Line to DESNZ

GSAP now has a direct channel into the Department for Energy Security and Net Zero, ensuring industry intelligence reaches national policy -makers.

3

Letter to Government

A formal, sector -backed letter to government articulating the workforce priorities identified by GSAP members across all regions.

4

Construction Technical Excellence College

The South West Construction Technical Excellence College — a direct response to industry demand for higher -level, employer -aligned technical provision.



The Current Position: Challenges & Insights

Feedback from GSAP regions reveals strong engagement and growing maturity, effectively identifying local skills gaps and influencing provision. However, several critical challenges are emerging that require attention.

Regional Engagement & Progress

GSAP networks are highly engaged, fostering collaboration between education and employers. This is translating strategy into delivery, with regions influencing curriculum and addressing skills shortages.

Skills Demand Forecasting

A lack of clear workforce data makes it difficult to predict future job materialisation and prioritisation of qualifications, leading to cautious investment by training providers.

Complex Funding Systems

Stakeholders report confusion across numerous funding streams, hindering SME participation. Calls for simplified guidance, consistent messaging, and more flexible, targeted green skills funding are growing.

Continued...

Uneven Employer Engagement

While large organisations participate, engaging SMEs and microbusinesses remains challenging due to limited capacity, lack of awareness, and difficulties in releasing staff for training.

Tutor Capacity Constraints

Shortages of specialist green technology tutors and competition from industry salaries are limiting the education system's ability to develop new provision, risking future workforce growth.

Inconsistent Careers Info

Confusion persists around green jobs, required training, and clear progression routes. Better careers information, industry promotion, and guidance are needed to support career changers and young people.



Evidence of Progress

Despite the challenges, significant progress is being made across the GSAP network in three key areas:



Curriculum & Qualifications

New apprenticeships in sustainable construction and clean energy programmes are being developed. Curriculum is increasingly informed by employer feedback and focuses on inspection, testing, and emerging technologies.



Learner & Talent Engagement

Regional activities like Clean Energy Jobs & Skills Fairs, tech showcases, and school outreach are successfully engaging learners, with one Dorset programme for solar, battery storage, and EV technologies filling all 30 places.



Deepened Employer Partnership

GSAPs facilitate curriculum co-design, guest teaching, and industry placements. Employers report improved understanding of local training provision, strengthening recruitment pathways and collaboration.



You Said, We Will Do

GSAP regions are united in calling for action in five key areas to accelerate the green skills agenda across the UK.

1 Establish a National Green Skills Workforce Plan
Create a single framework that aligns infrastructure investment, housing delivery, energy transition projects, and skills provision for a cohesive national strategy.

2 Simplify Skills Funding
Provide clear employer guidance, simplified application routes, better connected funding streams, and long term programme certainty to encourage wider participation.

3 Invest in Training Capacity
Support the recruitment of specialist tutors, industry to - education transitions, crucial equipment and facility investment, and continuous professional development.

4 Strengthen Careers and Progression Pathways
Develop a nationally coordinated approach to green careers promotion, technical pathways, apprenticeships, and adult retraining programmes.

5 Support Regional Partnerships
Recognise GSAPs as strategic delivery partners and provide mechanisms to share intelligence, influence policy, coordinate employer engagement, and monitor workforce demand effectively.



DESNZ Ask

GSAP identifies critical areas for action to advance the green skills agenda and ensure impactful outcomes.



Convene the TEC Network

Following the launch of the five Clean Energy Technical Excellence Colleges (CETECs), GSAP proposes to host an event for all 15 Construction and Clean Energy TECs. This initiative aims to foster best practice sharing, strengthen employer engagement, identify common challenges, and align regional and national priorities to support the Clean Energy Jobs Plan.

As a pre-existing network, GSAP is uniquely positioned to convene colleges, employers, and industry stakeholders to drive meaningful impact.



Refine Apprenticeship Units

Concerns have been raised regarding the current design of green and clean energy apprenticeship units. They lack alignment with industry demand and established progression pathways, with insufficient employer engagement, particularly from SMEs.

We advocate for units developed around recognised industry pathways, drawing lessons from successful, industry-led programmes such as Level 3 External Wall Insulation and Level 5 Retrofit Coordinator.

There are also specific concerns that the Solar PV unit's eligibility and delivery model may inadvertently reduce the number of qualified installers, rather than increasing it.



Letter to Government

The Green Skills Advisory Panel (GSAP) urges immediate action in five critical areas to safeguard the green economy and achieve national net -zero targets.

1 Clarity on ECO4 to Warm Homes Plan Transition

Provide urgent timelines and delivery mechanisms for a seamless shift between schemes.

Tracking 163 businesses going into administration and 16,000+ job losses

2 Interim Market Support Measures

Introduce support to prevent the loss of skilled workers, SMEs, and vital training capacity.

3 Embed Dedicated Skills Funding

Integrate workforce development funding into future schemes to enhance consumer protection and market confidence.

4 Promote a Fabric -First Approach

Ensure future policy prioritizes genuine building performance over short -term EPC compliance.

5 Review ECO4 Closure Impact

Conduct an immediate review of the closure's effects on businesses, jobs, and training, implementing mitigation.



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What else should GSAP and CTEC be focussing on?

The best panels are shaped by the people closest to the challenge. We want to hear directly from you.

What else should GSAP and CTEC be focussing on?

- Responses can be up to 200 characters and will appear here.
- You can group responses if you get more than 10.
- Turn on voting so people can flag their favorite responses.



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Waiting for participants

- Skills Gaps
Where are the most pressing unmet needs in your sector or region?
- Curriculum Alignment
Are FE programmes keeping pace with the pace of the green transition?
- Employer Engagement
How can GSAP deepen its connections with industry partners and regional stakeholders?





Join GSAP

Find your nearest region and become part of the network shaping how further education delivers the green skills that industry needs —now and in the future.

Find Your Region

With 21 panels across the UK, there is a GSAP community near you ready to welcome new voices.

Shape the Agenda

Bring your expertise to the table and directly influence what FE colleges prioritise and deliver.

Drive Real Change

Your insight creates a direct line from the workplace to government —making a tangible difference on green skills policy.





Thank you



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