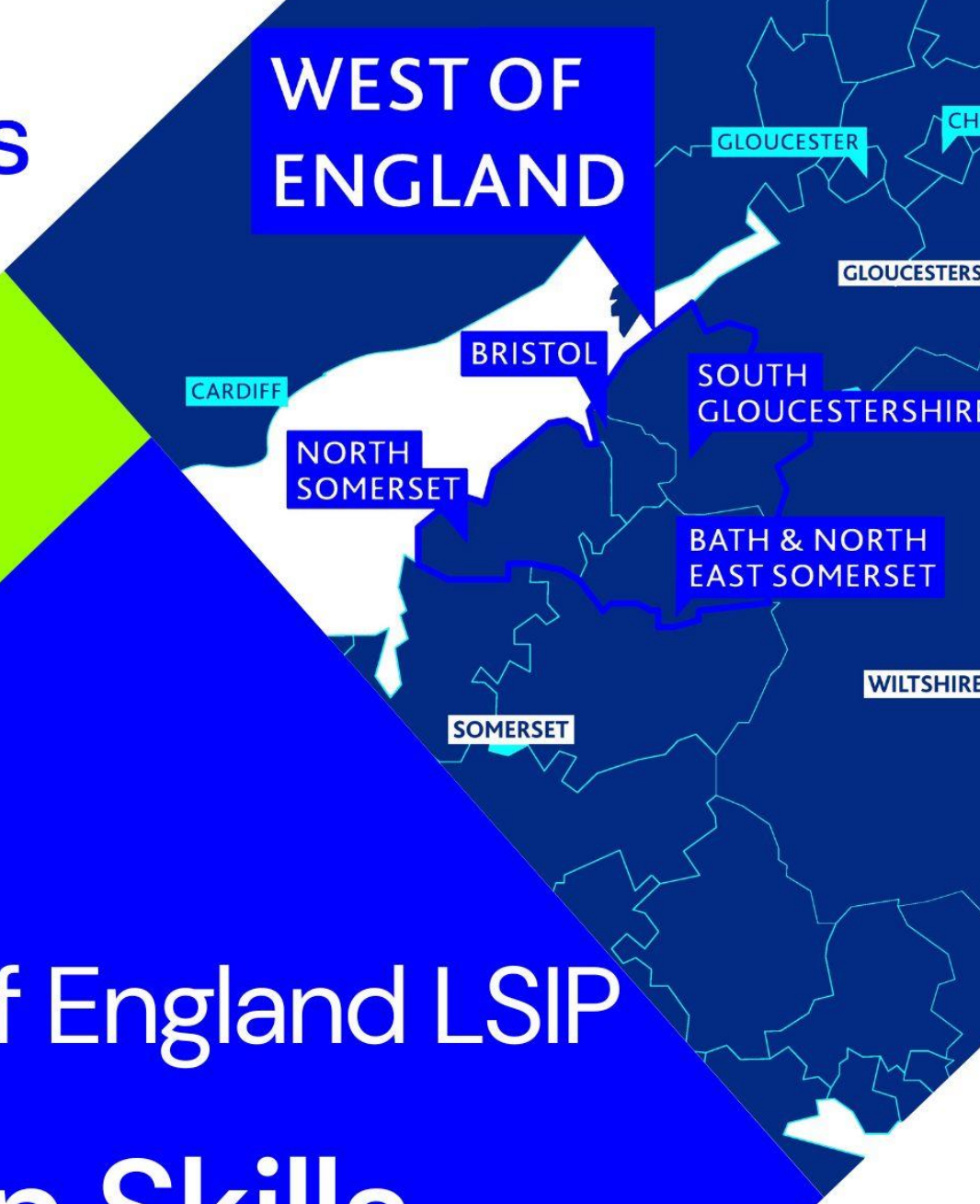
Business West



West of England LSIP

Green Skills Provision Report

2024

WEST OF ENGLAND | MAYORAL COMBINED AUTHORITY

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200 Years of Future Thinking

Project Brief

1. What already exists: green skills.

   Identify the provision that already exists in the West of England in relation to green skills within the post-16 education landscape.

2. What is the demand: green skills.

   Investigate the demand for green skills from the perspective of learners and businesses.

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Introduction

The transition to a sustainable, low-carbon economy is an imperative goal for nations worldwide, with the United Kingdom setting a target to achieve net zero greenhouse gas emissions by 2050. In alignment with this national ambition, the West of England Combined Authority has set an even more ambitious regional commitment to reach net zero by 2030. The national and regional needs to decarbonise all industrial sectors and infrastructure are therefore clear. Central to achieving these targets is the development and deployment of green skills across all sectors of the economy. Green skills are recognised to be one of the most important drivers in the transition to net zero,[1] with retrofit, including the installation of insulation and heat pumps, and electric vehicle manufacturing expected to be areas of particular growth in the transition to net zero.[2] However, for the South West to 'scale up its workforce to install enough measures, the region requires a compound annual growth rate of 79% for heat pump engineers, 89% for heat pump electricians, and 90% for solid wall insulation installers to reach net zero by 2030'.[3] As reported by Gemserv and the South West Net Zero Hub, it would take between 132-600 years to deploy the necessary levels of insulation and heat pumps to meet net-zero based on the current deployment rates. For a breakdown of the time it would take to meet net-zero based on the current deployment rates please see Gemserv and the South West Net Zero Hub's 2023 Report.[4]

This sub-project aims to provide further insight into the supply and demand of green skills in the West of England by identifying the post-16 green skills courses in the West of England as well as the associated demand for those courses from the perspective of

[1] The Economist, Green skills: driving the transition to a more sustainable future (2024) page 17 *Iberdrola_GreenSkillsOutlook_report.pdf
[2] The Economist, Green skills: driving the transition to a more sustainable future (2024) page 13 *Iberdrola_GreenSkillsOutlook_report.pdf
[3] Gemserv, South West Net Zero Hub, 'South West Net Zero Hub Retrofit Skills Report' (April 2023) page 2 SWNZH-retrofit-skills-report-FINAL-2.pdf (swnetzerohub.org.uk)
[4] Gemserv, South West Net Zero Hub, 'South West Net Zero Hub Retrofit Skills Report' (April 2023) page 2 SWNZH-retrofit-skills-report-FINAL-2.pdf (swnetzerohub.org.uk)

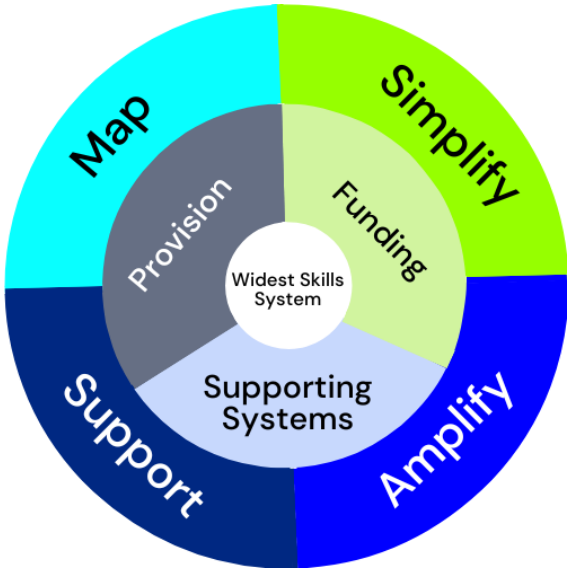
both learners and businesses within the region. The final stage of the project sought to highlight any gaps in provision and bridge the gap between the existing provision and the demand for green skills in the hope of amplifying the available resources.

Methodology

This project began by conducting desktop research into the green skills courses available in the West of England. The providers that were identified as delivering technical sector-specific green skills courses (see page 7) were then contacted and asked to provide insight on their green skills courses based on whether the course had a low (0%-30%), medium (30%-60%), or high (60%-100%) take-up based on the total number of spaces on the course. Whilst undertaking this research, 1-to-1 discussions and wider skills chats were held with 25 businesses, representative bodies, training providers, accreditation bodies, and other regional stakeholders to gain qualitative data on the regional needs of organisations in relation to green skills.

Rationale for Research

This Green Skills Sub-Project aligns with the Local Skills Improvement Plan (LSIP) Stage 2 objectives. By mapping existing green skills provision, it seeks to simplify the green skills landscape and amplify the courses being delivered. Additionally, by identifying the demand for the courses, it hopes to support regional stakeholders with further intelligence as to the take up of regional green skills provision.



What are Green Skills?

'The lack of a standard definition makes it difficult to compare statistics on green skills and jobs. Stakeholders have suggested that a consistent definition of green skills could improve data on skills supply and demand to help forecast future needs. Some stakeholders prefer a broad definition to increase awareness that green skills are needed in every sector and to account for workforce mobility and resilience. However, others suggest that broader definitions may reduce clarity on the skills required to drive change.'[5]

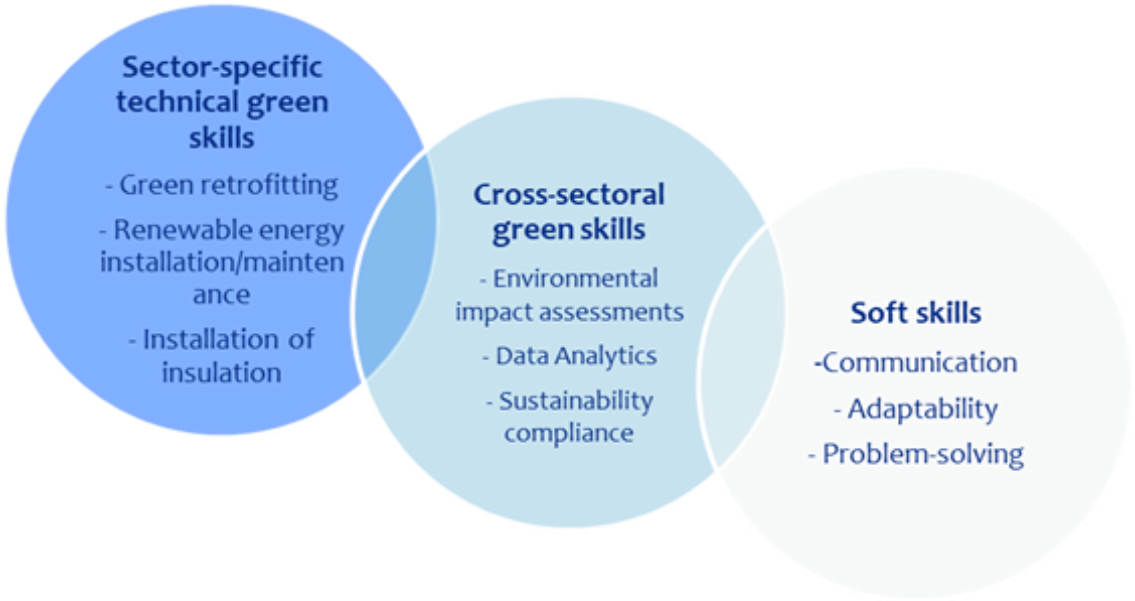
One of the challenges concerning green skills is the inconsistent definitions and understanding of what 'green skills' are.[6] Adopting a broad definition, green skills is an umbrella term used to refer to the technical skills, knowledge, behaviours, and capabilities required to develop and support a sustainable society.[7] To provide further clarity, whilst not overlooking how green skills are needed in every sector of the economy, this broad term can be broken down into three main categories:

1. Sector-specific technical green skills: the technical skills required for the use of green technologies or methods that are focused on improving the environmental outcome of a particular activity.
2. Cross-sectoral green skills: the skills needed to carry out environmentally friendly processes and functions that are similar across several sectors of the economy.

[5] Philippa Simmonds, Clare Lally, 'Green skills in education and employment' (POSTnote 711, 18 January 2024) page 1 POST-PN-0711.pdf (parliament.uk)
[6] Philippa Simmonds, Clare Lally, 'Green skills in education and employment' (POSTnote 711, 18 January 2024) page 1 POST-PN-0711.pdf (parliament.uk)
[7] Laila Takeh, Vesselina Naskinova, 'A blueprint for green workforce transformation' (Deloitte, IEMA 2022) page 6 A-blueprint-for-green-workforce-transformation-April-2022.pdf; West of England Combined Authority, 'Green Skills' Green skills - West of England Combined Authority (westofengland-ca.gov.uk)

3. Soft skills: non-vocational, non-technical skills or competencies that are needed to excel in green jobs and for the wider green transition.[8]

Venn Diagram of Green Skills.[9]



[8] The Economist, Green skills: driving the transition to a more sustainable future (2024) page 9 *Iberdrola_GreenSkillsOutlook_report.pdf

[9] Venn diagram is inspired by the graphs provided by the Economist Green skills: driving the transition to a more sustainable future (2024) page 9 *Iberdrola_GreenSkillsOutlook_report.pdf and Philippa Simmonds, Clare Lally, 'Green skills in education and employment' (POSTnote 711, 18 January 2024) page 1 POST-PN-0711.pdf (parliament.uk)

The following sections provide further examples of the types of green skills broken down into the above three categories. The green skills provided are based on the Economist's research and the green skills most commonly reported by the organisations we engaged with as part of this project and the wider LSIP research.

Sector-specific Green Skills

Construction

- Green retrofitting
- Installation of insulation, fenestration and cladding
- Sustainable building materials
- Sustainable architecture
- Life cycle assessment

Energy and Utilities

- Renewable energy system management and integration
- Heat pump, design installation and repair
- Solar photovoltaic system design, installation and repair
- District heating and cooling systems design and operation
- Green hydrogen production, storage and management
- Wind turbine design, installation and repair

Transport and Logistics

- Electric vehicle design, manufacture, servicing and repairs
- Battery engineering, management and recycling
- Charge point installation and operation
- Green hydrogen production, storage and management

Cross-sectoral Green Skills

- Sustainability disclosure and reporting
- Environmental impact assessment
- Sustainability compliance
- Sustainable procurement
- Green/lean manufacturing
- Green chemical engineering
- Sustainable finance and accounting
- Circular economy business planning
- Waste management and reprocessing
- Data analytics

Soft Green Skills

- Innovation and creativity
- Environmental awareness
- Problem-solving
- Adaptability
- Teamwork and collaboration
- Systems analysis
- Communication and influencing
- Entrepreneurship
- Resilience
- Project management
- Interpersonal skills
- Organisational skills

Highlights from Green Skill Engagements

Understanding and Integration of Green Skills:

- When discussing green skills with the various organisations we engaged with, one of the top reported challenges, is the lack of understanding of what green skills are and the training and support available in the region. This lack of understanding is heightened by issues surrounding the integration of sustainability into company cultures. For example, issues have arisen when management-level staff undertake specific green skills training and then leave the organisation, if the green skills knowledge has not been effectively embedded within the company culture this knowledge can be lost. It is therefore crucial to ensure all staff are brought along on the sustainability journey.
- The importance of soft skills, such as the skills mentioned on page 10, cannot be overstated in fostering a culture of sustainability.

Skill Gaps and Support:

- Small businesses, crucial players in the green transition, face heightened challenges in navigating the green skills landscape and potential training, constrained by limited time and financial resources to grasp available opportunities and cover workforce training. Moreover, there is apprehension among businesses regarding investing in training without guaranteed returns. Demonstrating the long-term benefits of upskilling is therefore imperative.
- Legislative requirements and financial incentives play a significant role in driving green upskilling efforts.
- There is a pressing need for increased awareness of the different pathways into green roles, particularly in promoting the routes into core roles like electricians, welders, and engineers to facilitate subsequent upskilling in green skills.

- Undertaking a skills analysis would help organisations identify the existing green skills within their organisation and the most appropriate next steps.
- Some companies reported challenges in troubleshooting green technology issues within their company and instead they have to rely on support from the manufacturer directly when fixing issues.

Coordination and Flexibility

- Coordination and flexibility are essential in addressing the challenges surrounding green skills development.
- Many manufacturers offer training specific to their green technologies, which tends to be attractive to employers. However, this has resulted in disjointed training offerings.
- Providers and regional stakeholders recognise the need for increased flexibility with green skill courses, as well as increasing awareness of the opportunities surrounding green skills.
- There is advocacy for a more cohesive approach between regional stakeholders and government to share insights and initiatives on what is working well.

West of England Green Skills Provision

The following section summarises the 36 sector-specific technical green skills courses in the West of England, delivered by 11 providers, for the full list of the providers alongside their contact details, please see Annex A. The courses are split into the following areas:

1. Retrofit,
2. Heat Pumps and Low-Temperature Water Systems,
3. Solar,
4. Electrical Energy Storage Systems,
5. Other Low Carbon Courses,
6. Automotive.

All courses were believed to be accurate at the point of our initial research (December 2023-February 2024), however due to the nature of the courses they are likely to change. Please refer to the providers' websites for up-to-date information on the current courses being delivered.

Key for the Green Skills Provision Tables:

- **Level**: For a breakdown of what the different qualification levels mean please see the government's guidance (link in footnote).[10]
- **Funded or Cost/Fee:** Where there is funding available for the learner to access the course it is marked as fully or partially funded (often determined by the learner's circumstances) or marked as cost/fee if there is a fixed payment required.
- **Demand:** Based on the total number of spaces available on the course, providers were asked to use the following criteria to report whether the identified courses had a low, medium, or high take-up.

- 0-30% low take-up
- 30-60% medium take-up
- 60-100% high take-up

[10] UK Government, 'What qualification levels mean' What qualification levels mean: England, Wales and Northern Ireland - GOV.UK (www.gov.uk)

Retrofit Provision

Provider	Level	Name	Length	Funded or Cost/Fee
GTEC & SGS College		Insulation and Building Treatment	Self-paced	Fully funded
Retrofit Academy	Level 2	Understanding Domestic Retrofit	3 days	Fully/partially funded
Bath College	Level 3	Retrofit Assessor Skills Bootcamp	60 hours/10 weeks	Fully/partially funded
GTEC & SGS College	Level 3	Introduction to Domestic Retrofit	Self-paced, 4 weeks to complete	Cost/Fee
GTEC & SGS College	Level 3	Domestic Retrofit Assessment Course	Self-paced, 4 weeks to complete	Cost/Fee
Retrofit Academy	Level 3	Domestic Retrofit Advice	30 hours	Fully/partially funded
Retrofit Academy	Level 3	Energy Efficiency for Older and Traditional Buildings	27 hours	Fully/partially funded
Retrofit Academy	Level 4	Domestic Retrofit Assessment	60 hours/10 weeks	Fully/partially funded
Retrofit Academy	Level 5	Retrofit Coordination and Risk Management	145 hours	Fully/partially funded
GTEC & SGS College	Level 5	Retrofit Coordination and Risk Assessment	Self-paced, 12 weeks to complete the course	Cost/fee

Heat Pumps & Low-Temperature Water Heating Systems Provision

Provider	Level	Name	Length	Funded or Cost/Fee
Bath College	Level 3	Environmental Technology Skills Bootcamp; Air Source Heat Pumps	10 weeks, 1 day a week at campus	Fully/partially funded
South West Construction Academy	Level 3	Low-Temperature Hot Water Heating Systems	2 days	Cost/Fee
SGS College	Level 3	Green Skills Bootcamps; Air Source Heat Pump	60 guided learning hours over 16 weeks	Fully/partially funded
Bath College	Level 3	Refrigeration Air Conditioning and Heat Pump Engineering Technician (Refrigeration)*	3 years	Fully/partially funded
Bath College	Level 3	Refrigeration Air Conditioning and Heat Pump Engineering Technician (Air Conditioning)*	3 years	Fully/partially funded
NAPIT Training	Level 3	Award in Air Source Heat Pump Systems (non-refrigerant circuits)	3 days	Cost/fee
The Focus Training Group	Level 3	Air Source Heat Pump Course	2 days	Cost/fee

Solar Provision

Provider	Level	Name	Length	Funded or Cost/Fee
SGS College	Level 3	Green Skills Bootcamps; Solar PV	60 guided learning hours over 16-weeks	Fully/partially funded
NAPIT Training	Level 3	Award in Small Scale Solar Photovoltaic Systems and Electrical Energy Storage Systems	5 days	Cost/fee
NAPIT Training	Level 3	Award In the Installation and Maintenance of Small Scale Solar Photovoltaic Systems	3 days	Cost/fee
The Focus Training Group	Level 3	Award in the Installation of Small Scale Solar Photovoltaic Systems	5 days	Cost/fee
NAPIT Training	Level 3	Award in Small Scale Solar Photovoltaic Systems and Electrical Energy Storage Systems*	5 days	Cost/Fee

** NAPIT Small Scale Solar Photovoltaic Systems and Electrical Energy Storage Systems (EESS) course is also listed in the EESS table below.*

Electrical Energy Storage Systems (EESS) Provision

Provider	Level	Name	Length	Funded or Cost/Fee
NAPIT Training	Level 3	Award in Small Scale Solar Photovoltaic Systems and Electrical Energy Storage Systems*	5 days	Cost/Fee
The Focus Training Group	Level 3	Design, Install & Commission Electrical Energy Storage Systems	3.5 days	Cost/Fee
South West Construction Academy	Level 3	Award in the Design Installation and Commissioning of Electrical Energy Storage Systems	2.5 days	Cost/Fee
NAPIT Training	Level 3	Award in the Design, Installation and Commissioning of Electrical Energy Storage Systems Electrical Renewables	2 days	Cost/Fee

** NAPIT Small Scale Solar Photovoltaic Systems and Electrical Energy Storage Systems (EESS) course is also listed in the EESS table above.*

Other Zero/Low Carbon Provision

Provider	Level	Name	Length	Funded or Cost/Fee
The Focus Training Group	Level 2	Prosumer Awareness Course	1 day	Cost/Fee
Bath College	Level 3	Plumbing and Domestic Heating Technician (Environmental Technologies)	4 years	Fully/partially funded
South West Construction Academy	Level 3	Low Carbon Heating Technician Apprenticeship	3 years	Fully/partially funded
UWE	Level 3	Achieving Zero Carbon Buildings - Skills Bootcamp	60-guided learning hours	Fully/partially funded
UWE		An Introduction to Zero Carbon Buildings	4x 1.5-hour sessions, once a week	Fully funded
South West Construction Academy	Level 3	Smart Home Technician Apprenticeship	1.5 years	Fully/partially funded

Automotive Courses: Electric and Hybrid Vehicle Provision

Provider	Level	Name	Length	Funded or Cost/Fee
S & B Automotive Academy Limited	Level 2, 3, 4	Electric Vehicle Intensive	5 days	Cost/fee
Yeovil College	Level 3	Skills Bootcamp in Electric and Hybrid Vehicle Repair and Replacement	12 weeks	Fully/partially funded
Bath College	Level 3	Electric Charging Point Skills Bootcamp	10 weeks, 1 day a week at campus	Fully/partially funded
S & B Automotive Academy Limited	Level 3	Heavy Electric/Hybrid Vehicle System Repair and Replacement	2 days	Cost/Fee
S & B Automotive Academy Limited	Level 3	Award in Electric/Hybrid Vehicle System Repair and Replacement	2 days	Cost/Fee
Weston College	Level 3	Electric Vehicle & Hybrids - Skills Bootcamp	12 weeks	Fully/partially funded
NAPIT Training	Level 3	Design and Installation of Domestic and Small Commercial Electric Vehicle Charging Installations	2 days	Cost/fee
S & B Automotive Academy Limited	Level 4	Electric Vehicle Diagnosis, Testing and Repair of Electric / Hybrid Vehicles and Components	3 days	Cost/fee

Demand for West of England Green Skills Courses:

The below section offers insight into the demand for Green Skills Courses in the West of England. Our analysis was based on the number of providers that were willing to share the demand for the courses identified in this research. Out of the 36 technical green skills courses listed above, we were able to gather data on the demand for 19 courses. The limited data set meant that we were unfortunately unable to identify any significant trends, this should be considered when reviewing the insights on demand below. In addition, some providers encountered challenges with effectively marketing their courses, which they are now taking steps to address. It is also worth noting that the courses with a wider focus on environmental awareness or organisational sustainability courses have generally seen high demand, however, these courses did not fall within the technical sector-specific green skills provision for this research.

Environmental technology courses, plumbing/heat pumps

The demand for environmental technology courses focused on plumbing, low-carbon heating, and heat pumps was varied. Providers shared the demand for seven courses that we identified. Out of the seven courses, four had low demand, two courses had medium demand, and one reported high demand.

Retrofit and Zero Carbon Buildings

Providers shared the number of learners on seven Retrofit and Zero Carbon Buildings courses. Two out of seven courses reported low take-up and five courses have had high demand.

Automotive courses: Electric and Hybrid Vehicles

We identified the number of learners on seven out of the eight Automotive courses identified. Four of these courses reported low demand, one had medium demand, and two reported high demand.

Overall analysis of the mode of delivery:

Skills Bootcamps (6/19)

Four out of the six Bootcamps had low take-up, one reported medium take-up and one Bootcamp reported a high take-up. One of the reported challenges with Bootcamps is the requirement for 60 guided contact hours, which is especially hard for tradespeople who do not have as much flexibility to take time off for training, there is also often a quick turnaround for providers to market the courses which limit the opportunity for take-up. It is worth noting that efforts are being taken to address the challenges concerning marketing, with courses being promoted more widely and at an earlier stage.

Short courses (9/19)

Out of the nine short courses that we identified the demand for, three short courses had a low take-up, one was medium, and the remaining five short courses have seen high demand.

Apprenticeships (4/19)

Two of the four apprenticeships reported low demand, one has had medium demand and one has had a high demand.

Fully or Partially Funded (11/19)

Low demand

Six of eleven courses that were fully or partially funded had a low take-up.

Medium demand

Two of the eleven courses reported medium take-up.

High demand

Three of eleven reported a high take-up.

Cost/Fee (8/19)

Low demand

Three of the eight courses that required a fixed payment had a low take-up.

Medium demand

One of the eight courses reported a medium take-up.

High demand

Four out of eight reported a high take-up.

Highlighted Provision Gaps

The below section highlights some of the courses not currently delivered in the West of England, or the wider South West region. It is important to note that whilst these courses are identified for awareness, the demand for these courses if they were delivered is unknown.

Level 2 and Level 3 NVQ in Insulation and Building Treatments (Construction) 16+

Highlighted by Gemserv as '*critical on the pathway to key insulation installer roles across cavity, solid wall, and loft insulation'* no providers are delivering these NVQs in the West of England, the only accredited providers delivering the course are in Wales.[11] GTEC and SGS have partially addressed this gap by offering the Insulation and Building Treatment course although it is not at the NVQ level.

Level 3 City & Guilds Diploma In Electrical Power Engineering - Distribution and Transmission (Technical Knowledge) and the Level 3 City & Guilds Diploma In Electrical Power Engineering - Wind Turbine Maintenance (Technical Knowledge)

These qualifications would be relevant for job roles including wind turbine installation, currently, the only accredited training provider delivering the qualifications is in Bridgwater (Bridgwater and Taunton College).

Level 6 NVQ in Construction Site Management – Retrofit, NOCN 19+

The highest-level qualification for Retrofit in the West of England is Level 5. The Level 6 NVQ in Construction Site Management – Retrofit is not delivered in the region. For residents looking to gain this qualification currently, they could take the course online (e.g., by Essential Site Skills).

[11] Gemserv, South West Net Zero Hub, 'South West Net Zero Hub Retrofit Skills Report' (April 2023) page 54 SWNZH-retrofit-skills-report-FINAL-2.pdf (swnetzerohub.org.uk)

QCF Principles of Metering for Renewable Heat Installations

Currently, the only training centre that is approved by BPEC to deliver this course is Calisen Smarter Energy Training (in Ashton-In-Makerfield).

Solid Biomass NOS Mapped

This course is not delivered in the South West and there do not appear to be any BPEC-approved training centres delivering this currently.

Actions

Priority Action	Outcome	Parties	Timescales
Working definition of green skills.	Provide clarity on what green skills are through a working definition adopted by key regional stakeholders.	Local Authorities, Further Education and Training Providers, Higher Education, and business representative bodies.	June 2024-August 2024
Task and Finish Group.	Monitor and evaluate green skills provision including the wider support available to businesses, and further track regional progress to net zero goals. Consider how we can further stimulate demand for green skills.	Local Authorities, Further Education and Training Providers, Higher Education, and business representative bodies.	June 2024-September 2024
Continue to amplify green skills provision.	Continue to promote the existing green skills provision and explore ways to best amplify provision.	Business West, West of England Combined Authority and the identified providers of green skills provision.	Ongoing
Collaboration with other LSIPs	Gain further insight into the supply and demand for green skills at a national level and learn from what works well.	Other national LSIPs, initially prioritising outreach to those with a similar sectorial focus.	July-October 2024

Project Close

The first part of this project set out to identify what exists in the region in relation to green skills within the post-16 landscape. This was achieved by identifying the post-16 sector-specific technical green skills provision as seen in the tables above. All of the courses identified were also shared with the Business Engagement Executives and Skills Advisors, as well as the West of England Combined Authority to be uploaded onto the Skills Connect portal, helping to map and amplify the Green Skills provision available in the region. By sharing the breakdown of courses by sub-sector with the Engagement Executives and Skills Advisors the project hopes to support businesses access green skills training by simplifying the courses available. A potential next step and area of further analysis would be to map and analyse the provision that falls within the wider green skills remit – for example, Civil Engineering, Installation Electrician, and Welding courses – as these courses are core to the green transition and highlighted in IfATEs Occupational Maps as Mid-Green occupations but fell outside of the scope of this research.[12]

The second part of this project aimed to gain insight into the demand for green skills from the perspective of both learners and businesses. We reached out to all the providers delivering the green skills courses within the provision tables and seven out of eleven providers shared the percentages of people on their courses, providing insight on nineteen courses. Whilst we were unable to find out the demand of all of the courses identified, we were able to gain some insight into the courses with low, medium, or high demand and break this down further by the types of courses (for example, the demand of shorter, self-paced courses in comparison to Skills Bootcamps). This analysis also affirmed some of the challenges in the delivery of green skills provision, for example, ineffective marketing of some of the courses meant that the numbers of the courses remained low, this is exacerbated by the limited timeframe providers have to deliver training with available funding. The project also highlighted some of the gaps in provision and supported the Combined Authority to identify the qualifications and accreditations relevant to retrofit that are not

[12] IfATE, Occupational Maps Green maps guidance (instituteforapprenticeships.org)

currently delivered in the West of England. This information will be used as part of a pathway mapping exercise the Combined Authority is working on with Careers Advisors in the West of England.

Annex A

Provider Name (A-Z)	Website	Contact details
Bath College	https://www.bathcollege.ac.uk/	info@bathcollege.ac.uk
GTEC Training Ltd	https://gtec.co.uk/	info@gtec.co.uk
NAPIT Training	https://www.napittraining.co.uk/	info@napittraining.co.uk
Retrofit Academy CIC	https://retrofitacademy.org/	info@retrofitacademy.org
S&B Automotive Academy Ltd	https://sandbacademy.co.uk/	contactus@sandbaa.com
South Gloucestershire and Stroud College (SGS College)	https://www.sgscol.ac.uk/	info@sgscol.ac.uk
South West Construction Academy (SWCA)	https://swconstructionacademy.co.uk/	info@swconstructionacademy.co.uk
The Focus Training Group Ltd	https://www.thefocustraininggroup.com/	enquiries@thefocustraininggroup.com
University of the West of England (UWE)	https://www.uwe.ac.uk/	infopoint@uwe.ac.uk
Weston College	https://www.weston.ac.uk/	https://www.weston.ac.uk/contact-us
Yeovil College	https://www.yeovil.ac.uk/	iZone@yeovil.ac.uk.

If you would like to discuss the West of England LSIP Green Skills Provision Report or our findings in more detail, please contact Chloe Barratt, Project Coordinator and Green Skills Lead on the LSIP Chloe.barratt@businesswest.co.uk.