

24th December 2024

LETTER OF SUPPORT

Re: National Gas Transmission RIIO-GT3 Business Plan

3t are the UK's largest and leading training provider for oil & gas, wind, power and beyond. We work closely with leading industry partners to enhance our world-class training and competency offer, extending it to new sectors and localities. Joining forces with other industry leaders helps us drive positive change impact and support the upskilling and reskilling of workforces across multiple industries around the UK and globally.

We are writing to express support for National Gas's RIIO-GT3 Business Plan and, specifically, their approach to investing in people to deliver a secure and resilient workforce fit for the future.

The energy industry faces several workforce challenges, and we stand behind National Gas in their commitments to address these challenges as part of their RIIO-GT3 business plan, including:

- An ageing engineering workforce across the country,
- A shortage of, and competition in the employment market for skilled workers and trainers – within gas, within other utilities and industries requiring a similar skillset, and increasingly with organisations internationally.
- Challenges attracting talent and delivering training efficiently given sites are spread over a large geographic area, including many rural and remote sites.
- Challenges with regional differences in accreditations, standards, and routes to entry, given that National Gas operate across England, Scotland and Wales.
- Uncertainty over the introduction of alternative gases and increased digitalisation on the network, and the effects that this may have on standards, competencies, training and availability of talent.
- The need to accelerate how innovation can be embedded into the ways training is delivered to ensure that new talent is engaged as well as capable and technically compliant.

Based on our engagement with National Gas, we support their proposals to prepare the workforce for the energy transition by:

- Investing in new skills, people and competencies to build a flexible, resilient and highly skilled talent pipeline for the future, ready to deliver the crucial work that keeps gas flowing to homes and businesses across the country.
- Supporting apprenticeship programmes, welcoming graduates, and providing both technical and leadership training to nurture their talent and enthusiasm.
- Undertaking robust strategic workforce planning as part of preparation for RIIO-GT3, and continuously monitoring technical capabilities of their workforce to maintain safe and competent practices.
- Creating local job opportunities and investing in improvements to recruitment processes, training processes, and attracting skilled hires.
- Continuing to develop a positive working culture through their Employee Value Proposition, to ensure that the reputation of the industry is reflected positively today and in the future.
- Continuing cross-industry collaboration, for example with the Gas Distribution Networks (GDNs), electricity Distribution Network Operators, training providers and other industry bodies.

We acknowledge National Gas' efforts to address critical skill shortages across various disciplines, and investment to ensure that we have a workforce for the gas industry that is fit for the future. Although this letter of support is not legally binding, we express our interest in and support for National Gas' RIIO-GT3 Business Plan, and we endorse National Gas Transmission's plans to invest in improving workforce resilience.

Yours sincerely,

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