

17 January 2025

## **LETTER OF SUPPORT**

### **National Gas Transmission RIIO-GT3 Business Plan**

Energy and Utility Skills helps employers attract, develop and maintain a sustainable, skilled workforce through our specialist services. Our UK-wide membership is comprised of the major infrastructure companies within water, power, gas and waste management and their top tiers of delivery partners. Our membership brings companies together to collectively identify and address the unique workforce renewal and skills challenges the sector faces, while engaging governments, regulators and other senior stakeholders to help them develop an informed and supportive policy and regulatory environment.

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 that will see 20% at or beyond retirement age in the next 5 years
- A shortage of, and competition in the employment market for skilled workers and trainers – within gas, across other utilities and industries requiring a similar skillset.
- Challenges attracting, recruiting and retaining talent particularly to rural sites.
- Challenges with regional differences in accreditations, standards, and routes to entry, given that National Gas operate across England, Scotland and Wales.

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 cross-industry collaboration, for example with the Gas Distribution Networks (GDNs), electricity Distribution Network Operators, training providers and 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,



P J BEACH  
Energy & Utility Skills