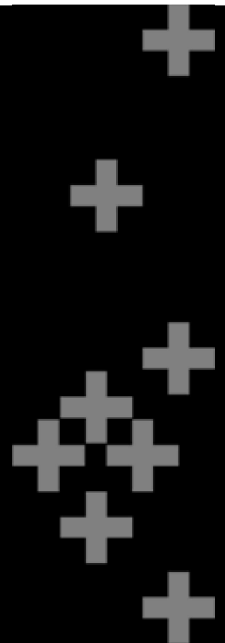


Just Transition Project



Outline

- + Introduction
- + What is a Just Transition?
- + Our project
- + Key Findings so far
- + Questions



What is A Just Transition ?

A Just Transition refers to the process of transitioning to a sustainable economy while ensuring that the rights and well-being of workers, communities, and the environment are upheld.



A Just Transition

Maximising Co-benefits for Everyone



UHI Moray – Just Transition Project

- + 12-month project.
- + Funded by the Scottish Government's Just Transition Fund.
- + Aim is to understand the implications of the shift to Net Zero on the employment, skills and infrastructure requirements of Moray.
- + A Just Transition means working together to involve people in decision making about the move to net zero – we are engaging with a diverse range of perspectives and stakeholders.



UHI Moray – Just Transition Project

The full range of knowledge and skills required to support Moray's shift towards Net Zero and the green economy.

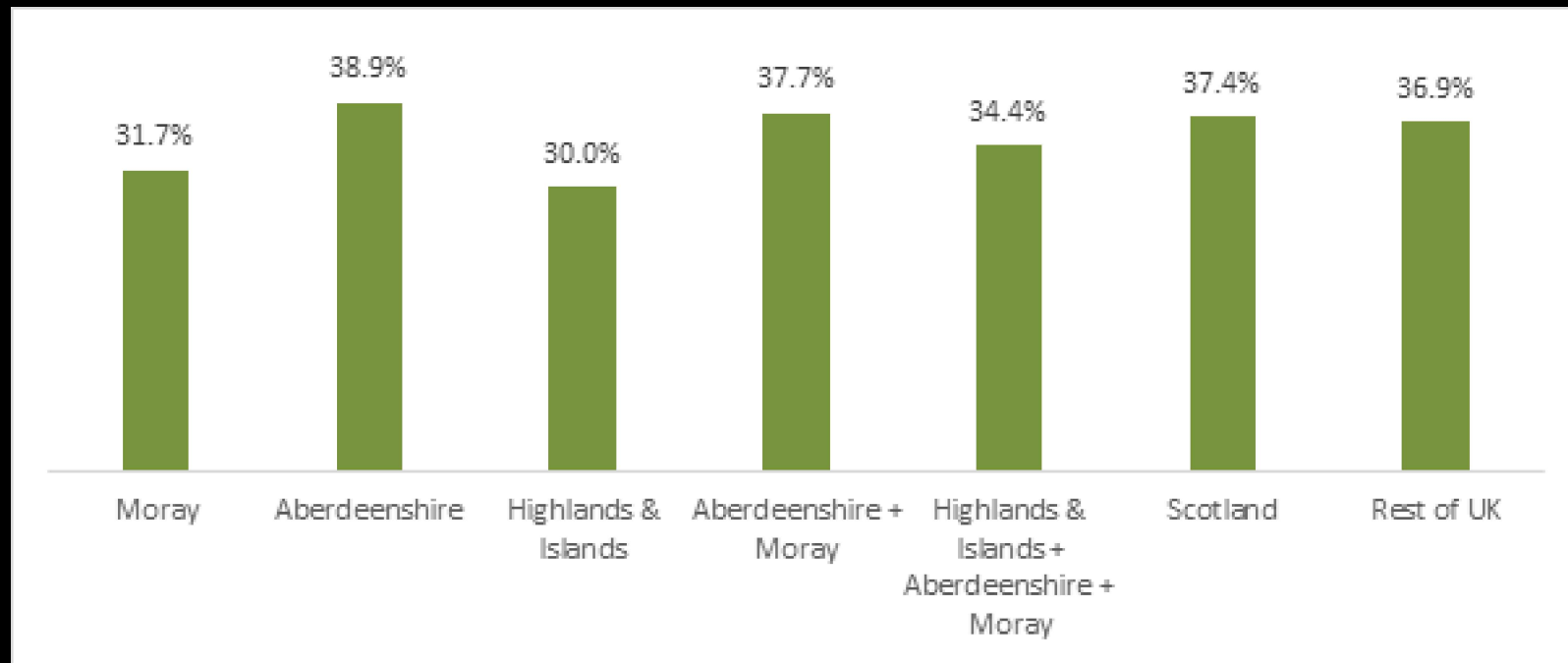
Curriculum and training requirements that will support training, retraining and education of the established and emerging workforce.

Training and educational infrastructure required to support the delivery of curriculum and to provide industry-ready learning environments.

Enterprise pathways, training and development that will translate those skills into new business ventures that support the growth and resilience of the emerging green economy in Moray.

Green Jobs in Moray

As a share of all job vacancies between 2019-2023, vacancies in green occupations represented 31.7% of job vacancies in Moray

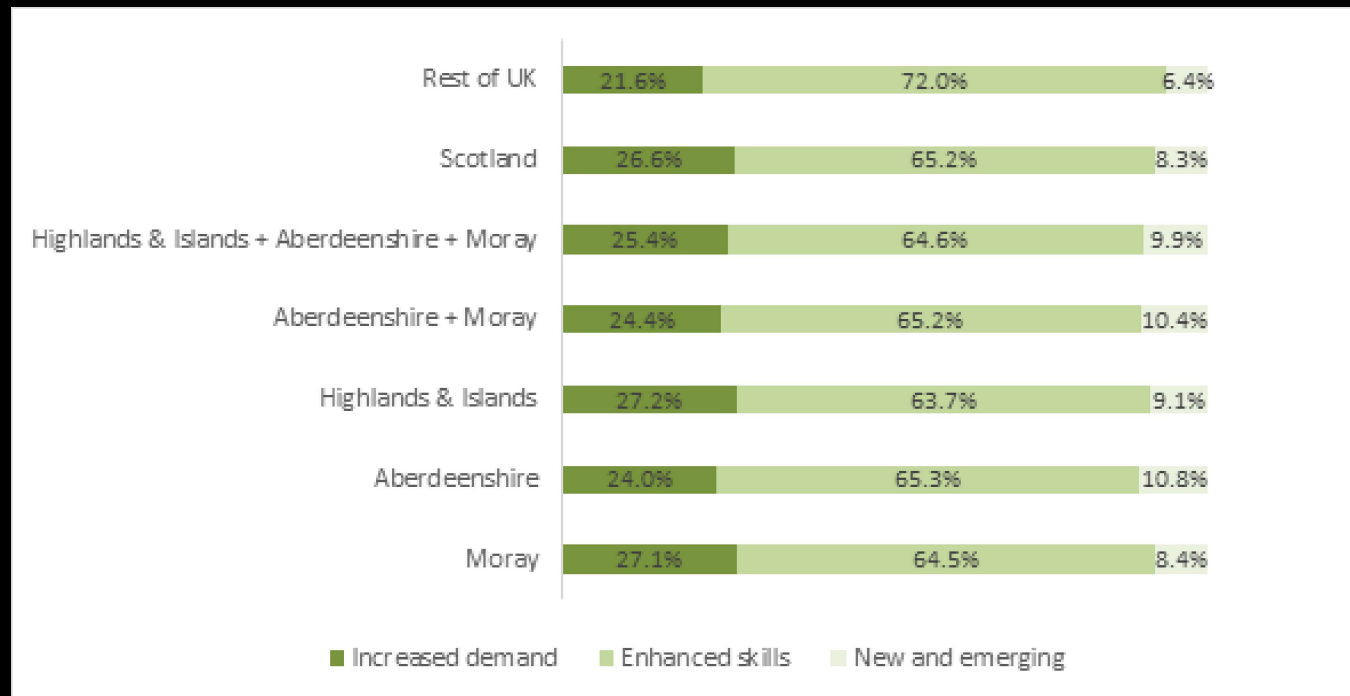


Green Jobs and Skills

- **New and emerging jobs** that relate directly to the transition to net zero e.g., hydrogen cell technicians.
- **Enhanced skills and knowledge** – jobs that will need enhanced skills or competencies e.g., architects and environmental consultants.
- **Increased demand** - existing jobs that will be needed in greater numbers as the result of the transition to net zero e.g., insulation installers, energy assessors.

Green Jobs in Moray

8.4% of vacancies in green jobs in Moray are in occupations that have come into existence as a direct result of the growth and development of the green economy.

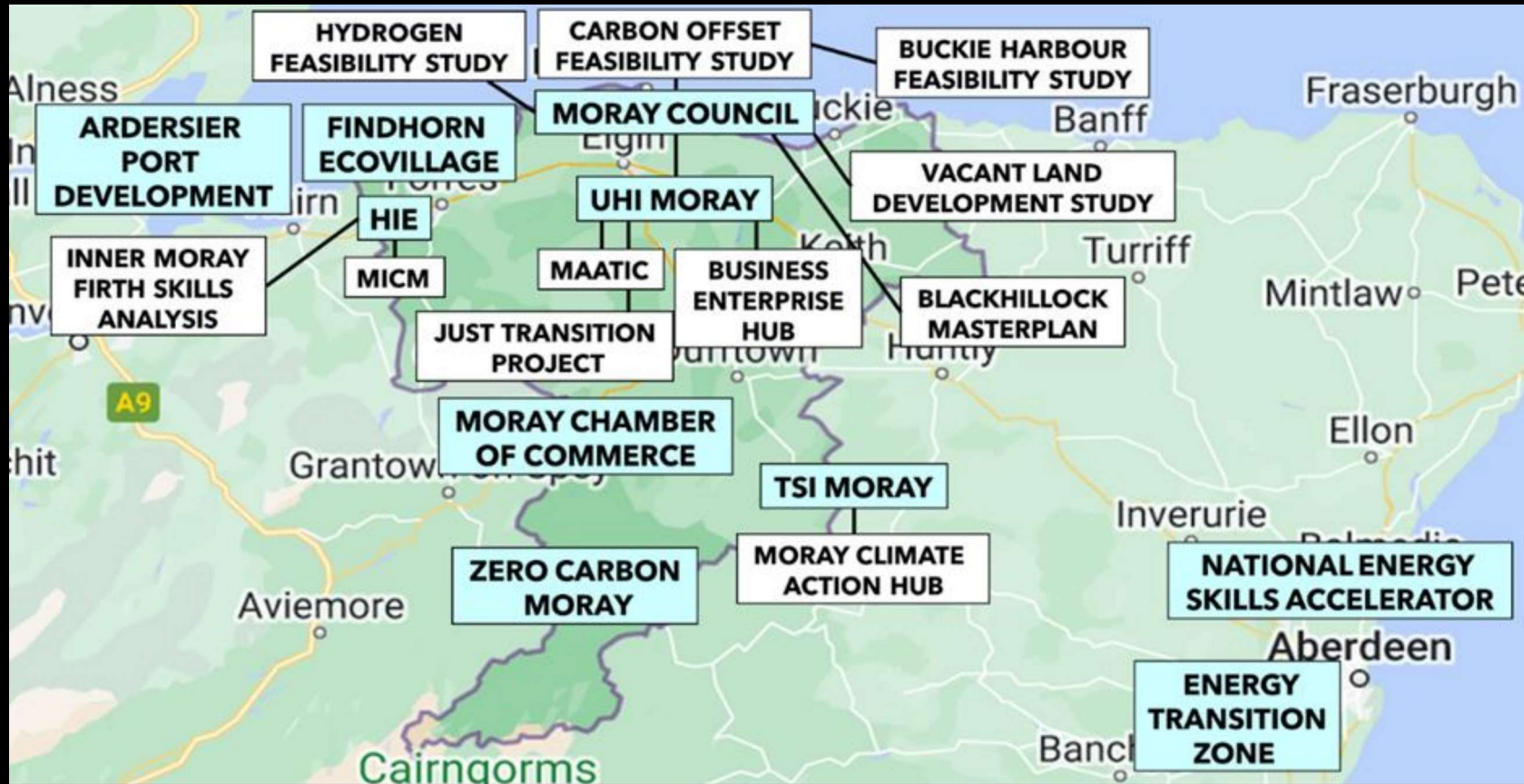


Methodology

- **Stakeholder mapping**
- **Stakeholder survey and interviews**
- **Thematic analysis**
- **Student survey**

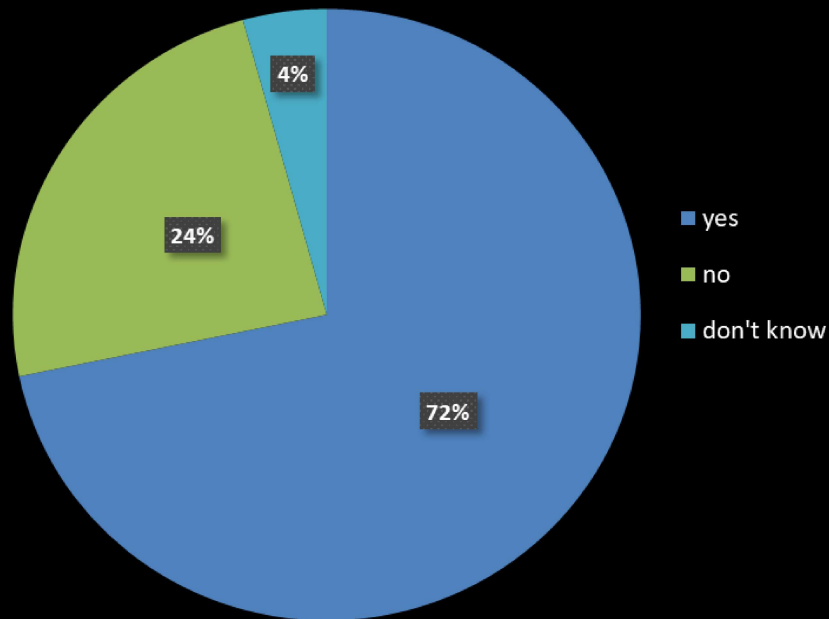
- **Next steps**
- **Curriculum development** – sharing results and staff engagement
- **Final report including recommendations**

Just Transition Network Map of Moray and the Wider Region



Stakeholder key findings

Number of respondents who had heard of "green skills"



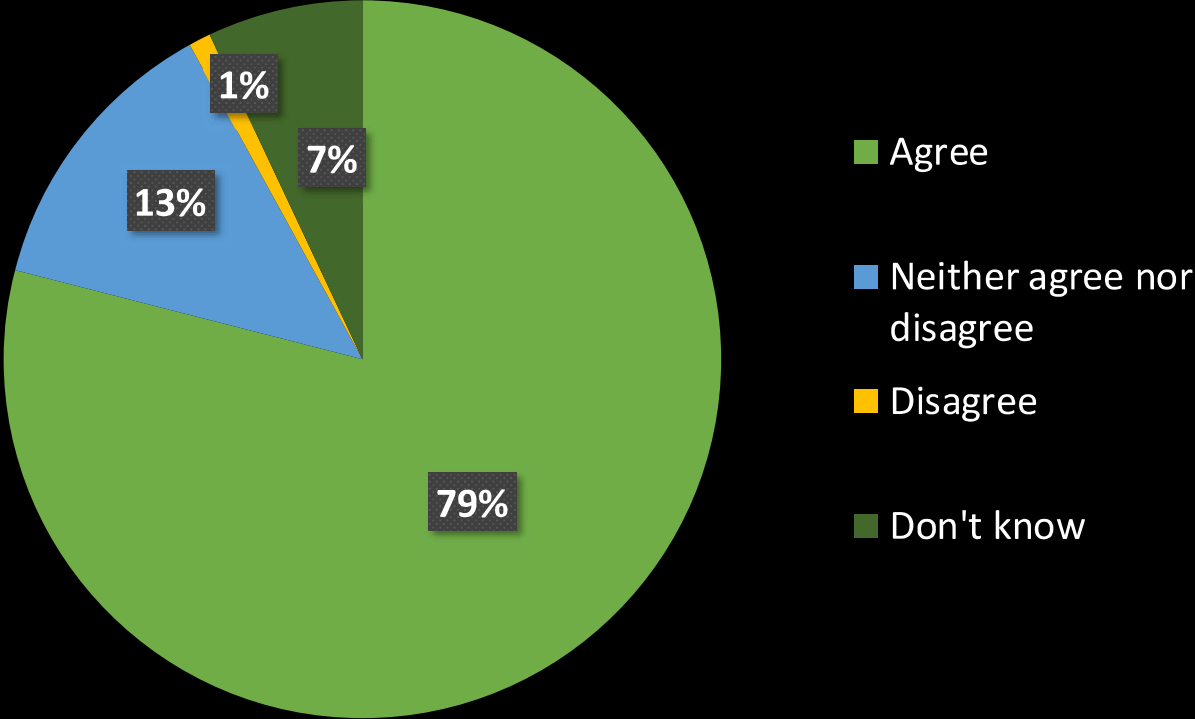
"Lack of relevant skills, education and expertise in Moray and the Highlands", "We have had a skills shortage in the Engineering STEM sector for many years".

"Lack of training I think will become a serious issue. The older workforce is already struggling with the fast technology changes".

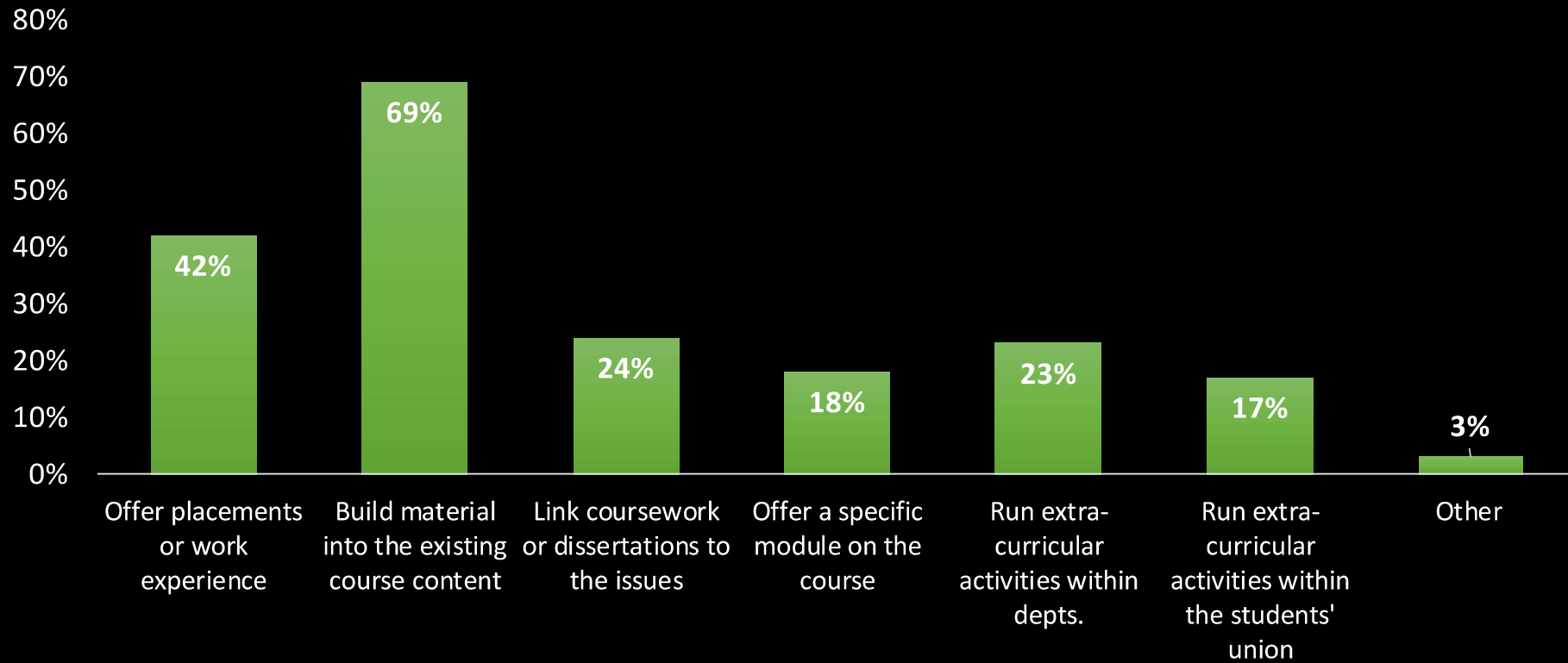
"We will in the future need electric vehicle technicians and Hydrogen engine mechanics".

"Skills shortages across the net zero industry remain an issue for resourcing, across all sectors including planning and consenting"

Students Agreed that UHI should develop student's "green skills" as part of their courses



What do UHI students think are the most relevant ways of including “green skills” in their course?



“Perhaps linking some courses together? Food scraps from catering courses could be given to horticulture department for compost. Teaching that link of reduced waste and how their scraps can be used to grow their ingredients. I'm sure many other links between departments could be found.”

“Green skills could be incorporated in as 'creation care' within a theology course context”

“Yes - they could explain implications more”

“The Environmental Awareness module was poorly presented and seemed to lack in "connecting" or "feeling relevant" to most of my classmates. Thinks like that, and social justice, understanding how bad things really are, should be a core part of any course.”

“Best ways to promote sustainability in a nursery/ when working with children.”

“I can't imagine that sustainability is easy to build into all existing modules, however, could it somehow be included in such a way as an "extra credits" option and a path to achieving an additional certificate in sustainability/net zero?”

Closing Questions?



Thank you Tapadh leibh

 @UHMorayJT



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