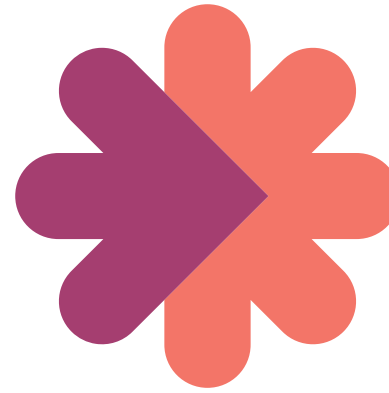

Mapping Green Skills Provision Across Oxfordshire



**Local
Policy
Lab**

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Project Overview and Research Questions

- **Aim:** Develop stronger and more inclusive pathways into the green economy, particularly for **young people** and those who are currently not in employment, education, or training (**NEET groups**) across Oxfordshire.
- **Research questions:** To what extent does existing green skills provision align with the needs and goals of Oxfordshire's green economy? How do we address the critical gaps and barriers, in particular for local underserved communities?
- **Target audience:** Local employers, VCSEs, training and education providers

What we mean by “green skills” in Oxfordshire

Any skill that helps us cut emissions, adapt to a changing climate, or restore nature.

How we count it: three shades of green

-  **Dark green:** The whole job is sustainability – an ecologist, a retrofit assessor.
-  **Mid green:** An existing trade adapting — a plumber learning to fit heat pumps.
-  **Light green:** An ordinary job turning greener — an accountant now reporting emissions.

What we measure: two equal halves



Clean energy and buildings: Retrofit, heat pumps, solar, EV charging



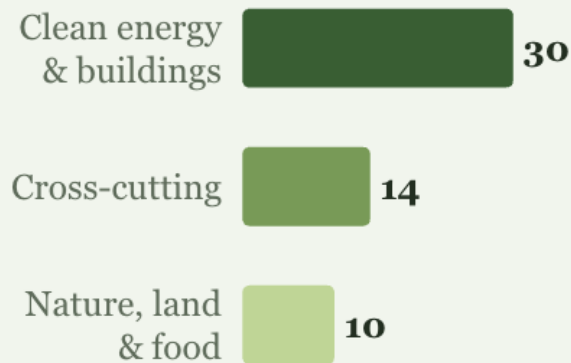
Nature, land and food: Ecology, nature recovery, farming, land management

The key choice: national policy leaves nature out. Oxfordshire puts it back in — 74% of the county is farmland.

Inventory Findings: Strong on clean energy, thin on nature

We mapped 54 green training offers residents can enrol on. Three charts explain what is missing.

Where the training sits



56% / 26% / 19% of all provision

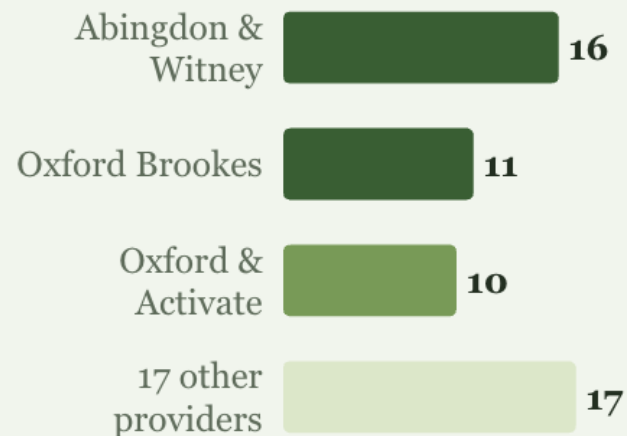
Nature gets under a fifth of all training — in a county that is mostly farmland.

What level it is at



Only 2 offers sit between trade and degree — the supervisor roles employers most need.

Who provides it



Two colleges provide half of everything — the system rests on very few shoulders.

In short: Oxfordshire's green training is real and, in clean energy, genuinely strong; but it leans away from nature, offers almost nothing at the technical level between trade and degree, and rests on very few providers.

Stakeholder Insights

Key Sectors ⚡ | 🏠 | 🌿

- Strongest provision in clean energy, buildings, and construction
- Need more investment in **enhancing local *quality* expertise** beyond climate/net-zero framework

Accessibility and inclusion



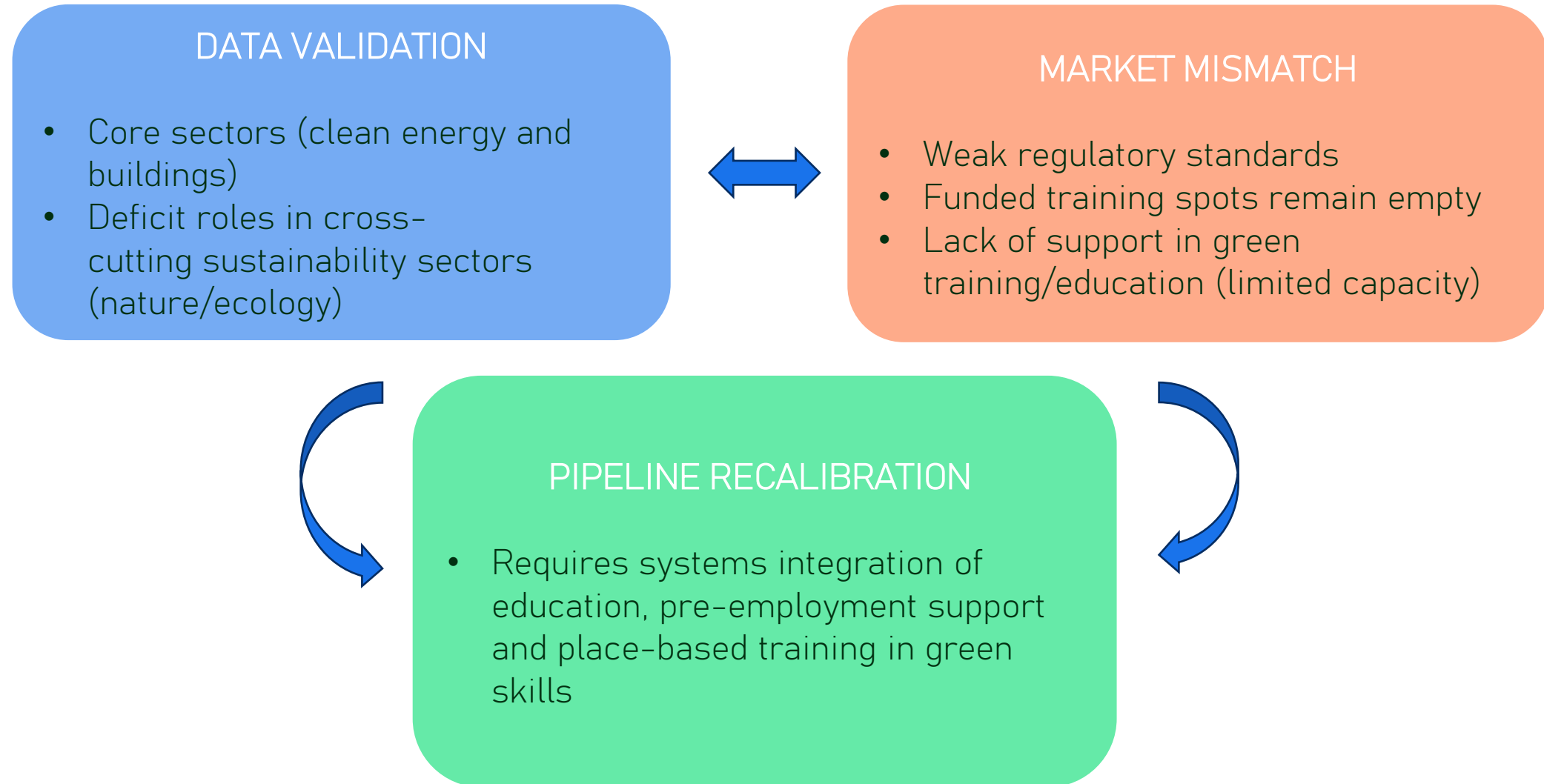
- Low awareness of **green careers**
- Barriers: **transport, cost, time, digital access**
- Need more **mentoring, work placements, and sustained support**

System coordination and gaps 🔗 | 🔄 | 🧩

- **Fragmented provision and regulatory gaps**
- Profound **operational mismatch** between local employers, schools and government

Main takeaway: The biggest challenge is not only skills-gaps, but addressing market mismatch and unclear pathways into green employment

Synthesis of Main Findings



Key Recommendations

ENHANCE COORDINATION



Create a countywide green skills **coordination function** to align partners and provide clear leadership across the system

Lead: Oxfordshire Leaders' Joint Committee + LSIP Employer Representative Body

Partners: ZCOP, OLNP, Enterprise Oxfordshire, anchor colleges

CREATE DEMAND FOR GREEN SKILLS



Increase employer demand for green **skills** by combining business support with local policy levers that encourage greener investment and models

Deliver: Local authorities, employers, Enterprise Oxfordshire, colleges

Tools: Procurement, planning, retrofit programmes, apprenticeships, SME support

BUILD THE TALENT PIPELINE

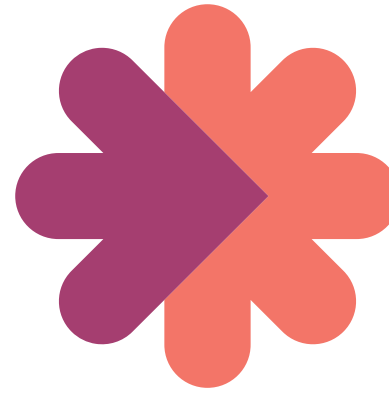


Strengthen pathways into green careers by making opportunities visible and accessible from school through to employment.

Deliver: Schools, careers services, colleges and employers

Focus: Employer encounters, experiential learning, clear progression routes, inclusion of underserved groups (including NEET)

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Thank you!

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