



Future Workforce @ Supply Chain Sustainability School

Scotland

12th June 2025



Lyndsey Morrison, Collaboration Manager

Sector Lead: Wellbeing / Retrofit / Future Workforce

Supply Chain Sustainability School

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- Future Workforce Group
- Current Projects & Outputs
- Education Partnership in Scotland

School Leadership Groups:



Climate Action



Construction



Digital



Fairness, Inclusion &
Respect



FM



Future Workforce



Nature



Homes



Infrastructure



Modern Slavery



Lean



Offsite



Plant



Procurement



Retrofit



Social Value



Waste



Wellbeing



Wales



Scotland

Future Workforce as a Sector

- Leadership Group:
- Education & Industry working together to tackle the skills gap
- New Content
- New training events
- New ideas
- New projects
- CITB project

Balfour Beatty PLC

BAM UK & Ireland

Bedford College

Berkeley Group

Blackpool and Fylde College

Bowmer and Kirkland Ltd

Careys PLC

CITB

GRAHAM

Grosvenor

Heart of Yorkshire College

Kier

Knauf Insulation Limited

Leeds College of Building

Lendlease

M&J Evans Construction Ltd

National Highways

North Wales Construction Partnership

NPTC Group of Colleges



Oldham College

Onsite Support

Saint Gobain UK & Ireland

Space Interior Systems

Speedy Services

Sunbelt Rentals

Transport for London

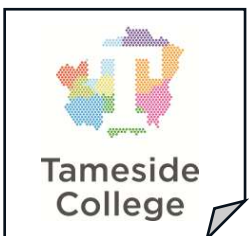
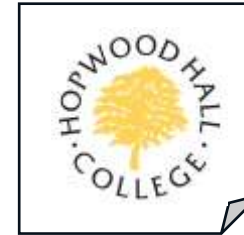
University College of Estate Management

Vistry Group

Wigan and Leigh College

Willmott Dixon

20 Education Partners

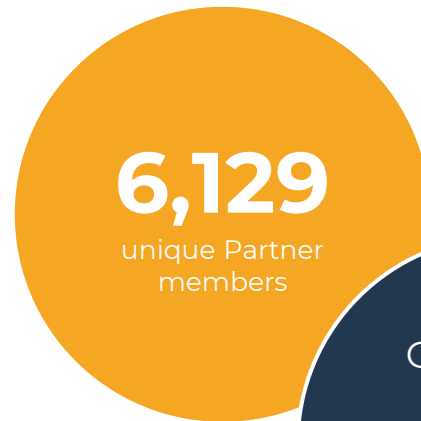


ENGAGEMENT FROM EDUCATION PARTNERS AND MEMBERS

Overall Engagement from education institutions:



Out of which, from our 20 partners:



Focus 2025

To educate and upskill the future workforce of industry on sustainability and the sector. To bridge the gap between education and industry

- **Engage industry and education to close the skills gap, and education-industry gap**
 - Opportunities for employers and educators to connect (events and other avenues)
 - Streamline the communication and engagement between educators and employers
 - Enable skills delivery to match the needs of industry
 - **Map resources to curriculums to ensure synergy**
- **Develop new content that enables more sustainable skills in the future workforce, inspires the next generation of professionals and can be easily used by educational professionals**
 - Bite size resources that can be slotted into curriculums and easily accessed
 - **Animations, Case Studies and Talking Heads Videos that highlight net zero in industry and the skills being used to implement this**
 - **Workshops and Webinars that give educators industry knowledge to pass on**
 - Ensure group feedback influences CITB project new resources and sessions
 - Examples: **Short event series on wider skills landscape**
- **Widen & amplify the reach of existing resources and work that enables a sustainable future workforce**
 - Resources that highlight best practice on engagement between education and industry
 - Existing resources developed by partners and others, delivered to the future workforce already – widen the audience by hosting them on the School
 - Work that highlights sustainability and **routes into industry**
 - Resources that promote skills mapping and communication
 - Making this easy on the School platform
 - Collaborate with others – **For example, running webinars with Open Doors**

Future Workforce Leadership Group



Mapping Document

- Mapping document under review
- Accompanying guide on embedding resources in curriculum
- “Education Toolkit” will aid with roll out in September

Introduction to the mapping document		
SUPPLY CHAIN SUSTAINABILITY		
SCHOL		
This document includes resources that have been mapped to different trades in the built environment sector. This resource should make it easier to find relevant School resources to embed into your curriculums. We have also included a "Cross-cutting themes" section, which identifies resources relevant to all trades. For ideas on how best to roll out resources in the curriculum, refer to the attached pdf.		
Contents		
1. Cross-cutting themes		
2. Bricklaying		
3. Carpentry & Joinery		
4. General Construction		
5. Plastering		
6. Painting & Decorating		
7. Plumbing		
8. Maintenance Operations		
9. Civil Engineering		
10. Design, Planning & Surveying		
11. Retrofit		

Routes into the Industry Resources

SUPPLY CHAIN SUSTAINABILITY

SCHOOL



TRAINING AND SKILLS

Routes into Industry - Infrastructure

VIDEO

A short video outlining the opportunities the infrastructure industry looking at the different paths people can take. This video explores skills needed for the industry as well as programmes, apprenticeships and internships available to get involved in the sector.

BEGINNER

⌚ 5 mins

LEARN MORE >



TRAINING AND SKILLS

Routes into Industry - Homes

VIDEO

A short video outlining the routes into the homes industry looking at the different paths and programmes people can take. This video explores skills and opportunities to get involved in the sector.

BEGINNER

⌚ 5 mins

LEARN MORE >



TRAINING AND SKILLS

Routes into Industry - Construction

VIDEO

A short video outlining the routes into the construction industry looking at the different paths people can take. This video explores skills and opportunities to get involved in the sector.

BEGINNER

⌚ 5 mins

LEARN MORE >



TRAINING AND SKILLS

Routes into Industry - Facilities Management

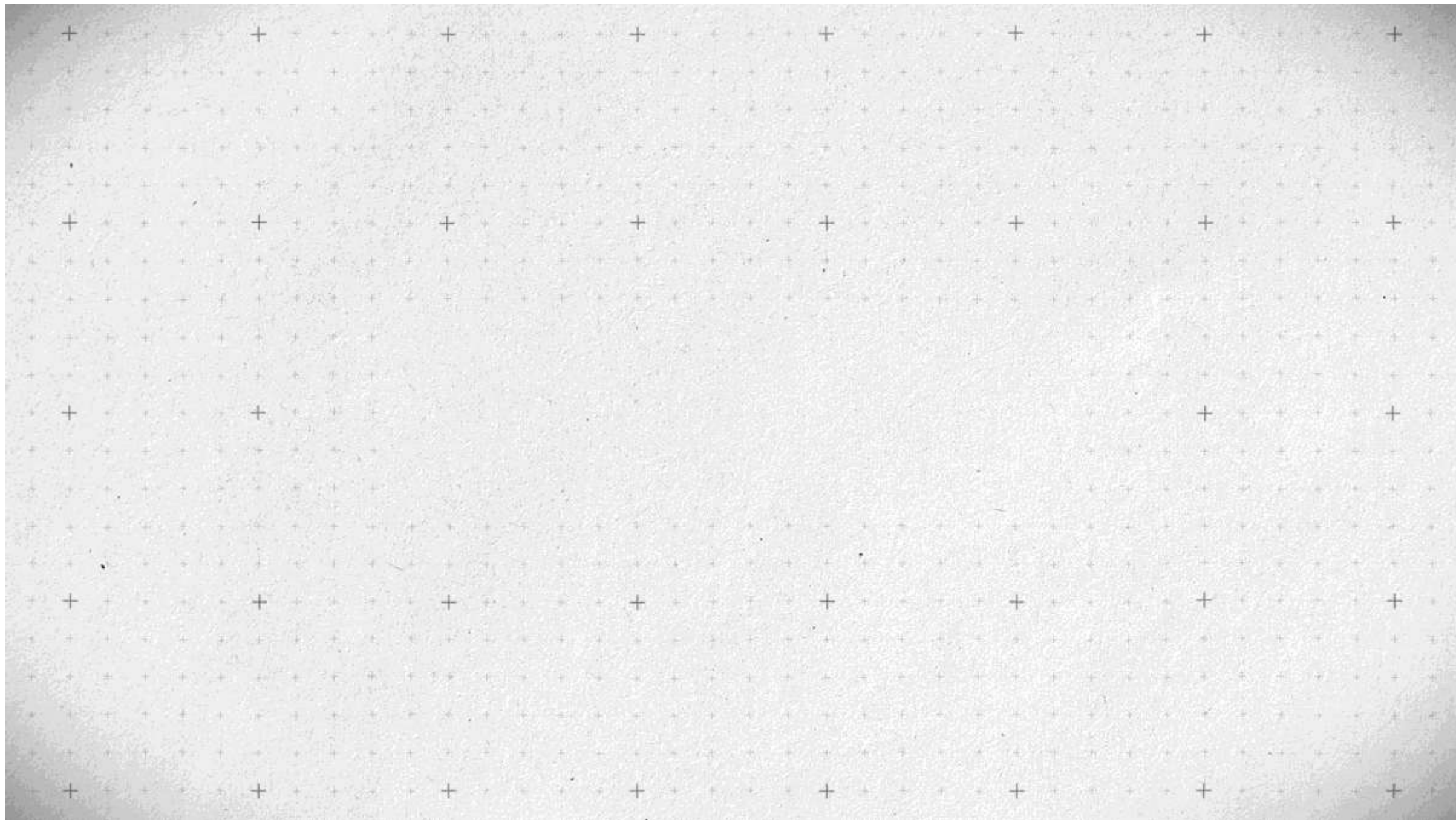
VIDEO

A short video giving an introduction to Facilities Management, career opportunities and progression as well as an overview of skills that are useful in the industry.

BEGINNER

⌚ 5 mins

LEARN MORE >



ASK NUMBER 1:

PLEASE HELP US TO INFORM
INDUSTRY, EDUCATION PROVIDERS,
SCHOOLS, GOVERNMENT, TRADE
BODIES, ASSOCIATIONS ETC....

Routes into the Industry: Spread
the Word - Google Sheets



CITB & Berkeley Group

Industry Impact Fund

Industry Impact Fund: Net Zero Skills in Construction



- CITB Priority of Net Zero
 - Skills and capability of tutors, trainers and assessors to deliver net zero skills training
 - Net Zero skills and awareness in SMEs
- To achieve Net Zero we must close the skills gap
- To achieve Net Zero there needs to be incentive for businesses to engage in training and in new work
- We need to work with both sides – the educators, and the businesses they could educate.

New Resources

4 New Animations
10 New Talking Head
Videos

Animations to help Educators who
are working with SMEs on
sustainable built environment.

Videos that show sustainable
practice in industry and net-zero
skills in action

New Workshops for
Educators

6 New Workshops for
Trainers and Assessors
in FE

Workshops that cover topics we
deliver to industry but in a format
specifically for educators

Series of sessions for
SME's

18 sessions across 9
locations in the country
with bring together
SME's, local contractors
and educators

Sessions for SME's that give them:
- Facts on Net Zero (Us)
- Opportunities in their region (Tier 1)
- Training Opps (colleges)

2025



Development of new animations and videos

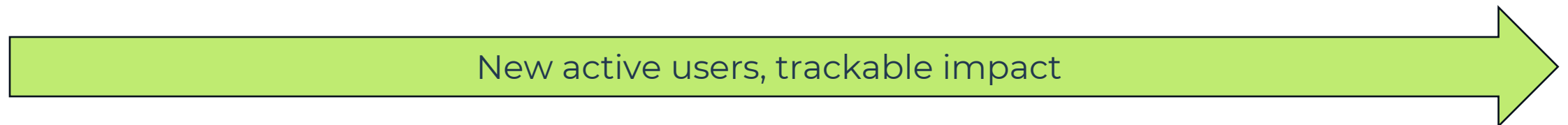
Deliver 6 workshops to educators.

Launch new resources

2026



Deliver 18 workshops to SMEs in collaboration with Tier 1s & educators.



Net Zero Skills Animations

Animations to help Educators who are working with SMEs on sustainable built environment.

NET ZERO SKILLS ANIMATIONS



Sustainability into Training



Video Case Studies:

- These 10 videos will look at **how Net Zero is being implemented and what skills are being used to do it.**
- The **audience is educators** who can then pass this information on to their learners and SMEs they work with.
- Questions being asked:
 - What is the work that you are doing here and how does it drive Net Zero in the industry?
 - What is sustainable practice in this work?
 - What are the skills required to make this happen? (This is the main question that will be emphasized and discussed).

NET ZERO VIDEO CASE STUDIES



Lead Partner	Project	
Balfour Beatty	Skye 132kV Reinforcement (Great Glen)	Design, technical skills for new legislation, sit set up, management and soft skills, sustainability performance measurement
Morgan Sindall	Willowhaus: Affordable Passivhaus housing scheme in Salford: Themes: Passiv	Passivhaus design, Passivhaus construction, different trade skills on site for Passivhaus performance.
Berkeley Group	Woodberry Down:	
Kier	Network Building: With carbon reduction a key focus of the build, the project will aim to achieve a better embodied carbon intensity than the Greater London Authority target of 600 kgCO ₂ e/m ² .	Installation of used RAF tiles Reuse/Circular Economy, Carbon savings, logistics of reuse, installation skills
MJ Evans	Oxfordshire: Groundworks and how this features in accelerating Net Zero	Groundworks, telematics, GPS/Tech/Data handling skills, Material mixes and the skills required for these mixes
Morgan Sindall	Eden: designed to achieve Net Zero in operation. Features Europe's largest living wall (350,000 plants)	Low carbon design, energy monitoring, sustainability in practice, health and wellbeing, installation and maintenance of living wall, data skills
Willmott Dixon	GreenHays	Fabric First Approach
Careys		Telematics and sustainability data analysis
Lovells	Unitas Scheme – Stoke on Trent.	People focussed delivery, innovative technological solutions, digital tools, compliance & right first time delivery
Green Square Accord	Offsite construction	TBC

SUPPLY CHAIN SUSTAINABILITY

SCHOOL

Invergarry,
Scotland,
PH35 4HT

NET ZERO IN INDUSTRY: SKILLS IN ACTION

Skye Reinforcement Project

Sponsored by: **citb**



Willohaus,
Salford,
M3 6DW

NET ZERO IN INDUSTRY: SKILLS IN ACTION

**MORGAN
SINDALL**
GROUP

Passivhaus & Evolving Skills

Sponsored by: **citb**



HALF-DAY TRAINING SESSIONS FOR EDUCATORS

- **An Introduction to Sustainability within Construction** (An introduction to sustainable built environment and sustainability's overall role in industry)
- **Science Based Targets, Net Zero and Carbon Offsetting** (Understanding what net zero is, what is needed to achieve it, and how these things are calculated and how they impact business)
- **Designing out Carbon** (Carbon in construction and how it can be reduced)
- **Understanding Resource and Waste Efficiency** (How vital this is to be considered in all projects, as it reduces the projects environmental impact)
- **Modern Methods of Construction** (How offsite and MMC are driving net zero developments, and how they influence construction).
- **Energy Efficiency** (How new methods and technology around energy efficiency is being used in new build developments as well as retrofits)

DRAFT WORKSHOP SCHEDULE

Workshop Title	Description	Learning Outcomes	Date	Time
An introduction to sustainability within construction	An introduction to the sustainable built environment and sustainability's role in the industry	To follow	Wednesday 27 th August	1pm – 4pm
Science Based Targets, Net Zero and Offsetting	Understanding what Net Zero is, what is needed to achieve it, how these things are calculated and the impact that this has on business.	To follow	Friday 29 th August	1pm – 4pm
Designing out Carbon	Where carbon is within construction projects and how it can be reduced.	To follow	Wednesday 3 rd September	1pm – 4pm
Understanding Resource and Waste Efficiency	How vital it is to consider this in all projects – reducing the environmental impact	To follow	Friday 5 th September	1pm – 4pm
Modern Methods of Construction	How offsite and MMC are driving net-zero developments and how they influence construction.	To follow	Wednesday 29 th October	1pm – 4pm
Energy Efficiency	How new methods and technology around energy efficiency is being used in new developments as well as retrofits.	To follow	Friday 31 st October / Wednesday 5 th November	1pm – 4pm

ASK NUMBER 2:

WE WILL BE LAUNCHING THE NET
ZERO SKILLS RESOURCES IN AUGUST,
FOLLOWED BY A SERIES OF WEBINARS.

PLEASE HELP US TO PROMOTE THESE
TO THE SCOTTISH EDUCATION SECTOR
(PLACES ARE LIMITED).

Education Partnership

AN OPPORTUNITY FOR SCOTTISH EDUCATION PARTNERS

Partnership for education providers:

- ✓ Enables your learners to access **industry-developed learning** that they can take into work
 - Online learning - Learning Pathways
 - E-Learning on your own system
 - Events
- ✓ Upskills your **staff** with accredited **CPD**
 - 3 Workshops
 - Online learning
 - Events
 - Across curriculum and business services
- ✓ Tracks your **supply chain** and **manage** their learning
- ✓ Helps you **engage your local businesses**
 - Share learning with your employers
- ✓ Facilitates **connections** into industry
 - Join Future Workforce Leadership Group
- ✓ Helps to increase the **productivity** and **sustainability** of the institution itself

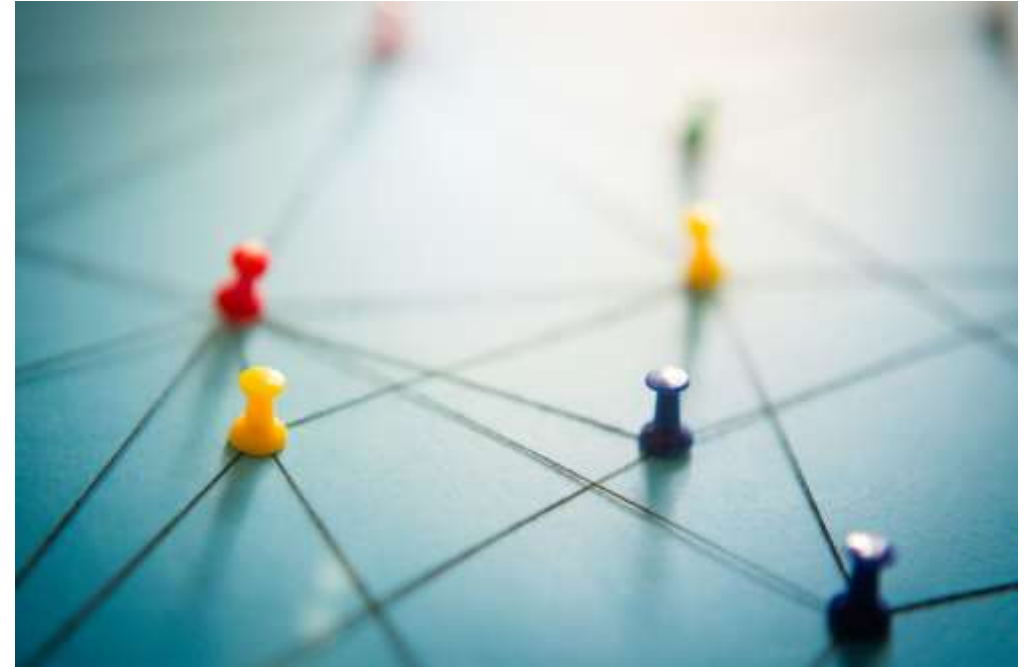
**Construction &
Curriculum**

**Estates &
Business Services**

**Employer
Engagement**

NEW Approach to Partnership

- Half termly drop in meetings
 - Share best practice with other educators
 - “You asked, we did”
- Bulk upload and grouping feature
 - Easily get classes onto the School
- Mapping document
 - How our resources map to their curriculum subjects
- Partner pack guides
 - New guides that use different language and approach
- Leveraging competition
 - Using regional group competition



Usage across the country



- Chair of Future Workforce Group
- School mapped to strategic priorities
- Learning pathways for all learners 25/26



- NatWest case study on Retrofit usage
- Roll out of 2 learning pathways of 10 resources over 10 weeks for 500 students
- Use learning pathways for awareness weeks



- School Board
- E-Learning on their system
- Integrated into their sustainability modules



- Bulk Upload
- Scheme of work set across the curriculum across sustainability topics
- Over 1200 active users
- Over 6000 CPD certificates received

What does the School mean to learners?



ASK NUMBER 3:

WORK WITH US TO IDENTIFY AND
ENGAGE WITH FUTURE WORKFORCE
PARTNERS IN SCOTLAND.

WHO DO YOU KNOW?
HOW CAN WE GET THEM ENGAGED IN
THIS WORK?



Go to: www.Menti.com

Code: **UPDATE CODE**



What Education Providers do you have relationships with?

(Please include the education organization and your name too).

Any Questions?

Contact me:

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