## AC1.3 Discuss the role of government, employers, and trade unions in ensuring future skills needs are met.

The UK ambition towards the Zero Net by 2050 is a challenge and needs collaboration between government, employers, and trade unions to bridge skills gap.

The government:

The government has been focusing on higher education on the expense of vocational education (CIPD, 2022b). One potential role of the government is to focus on vocational education, in addition to higher education, in the field of green energy. For example, a budget could be allocated to the intermediate education level in energy education. In addition, it could position as a suitable study and career choice for younger generation (Mason, 2022).

Employers:

Employers should invest in the education and training of the potential future workforce. For example, energy sector employers should co-fund with the government in energy discipline education and training (Pavón and De Diego, 2019). Employer also should provide robust and competitive apprenticeship programs for workforce. Apprenticeship programs enables future workforce acquire the academic learning and education as well as on-the-job-training that provide them with the necessary skills in the energy sector.

Trade unions:

Statistics show that 37% of trade union members get regular training and development opportunities compared to 22% of their non-unionized counterparts (UTC, 2021). Trade unions, therefore, has a significant role in providing the necessary training and development activities to its members by working with employers. So, the role of trade unions working in energy industry is to work with employers to reskill and upskill the workforce to ensure future needs are met.