



Qualitative Study of Skills Needs for Community Energy Projects

Outils et compétences pour accompagner les communautés énergétiques

Yael Zekaria, Ruzanna Chitchyan
University of Bristol

Energy communities for collective self-consumption: frameworks, practices and tools
Session 3 – June 16, 2020

Which skills and tools to support energy communities?



The EnergyREV Consortium has been formed to help drive forward research and innovation in Smart Local Energy Systems.

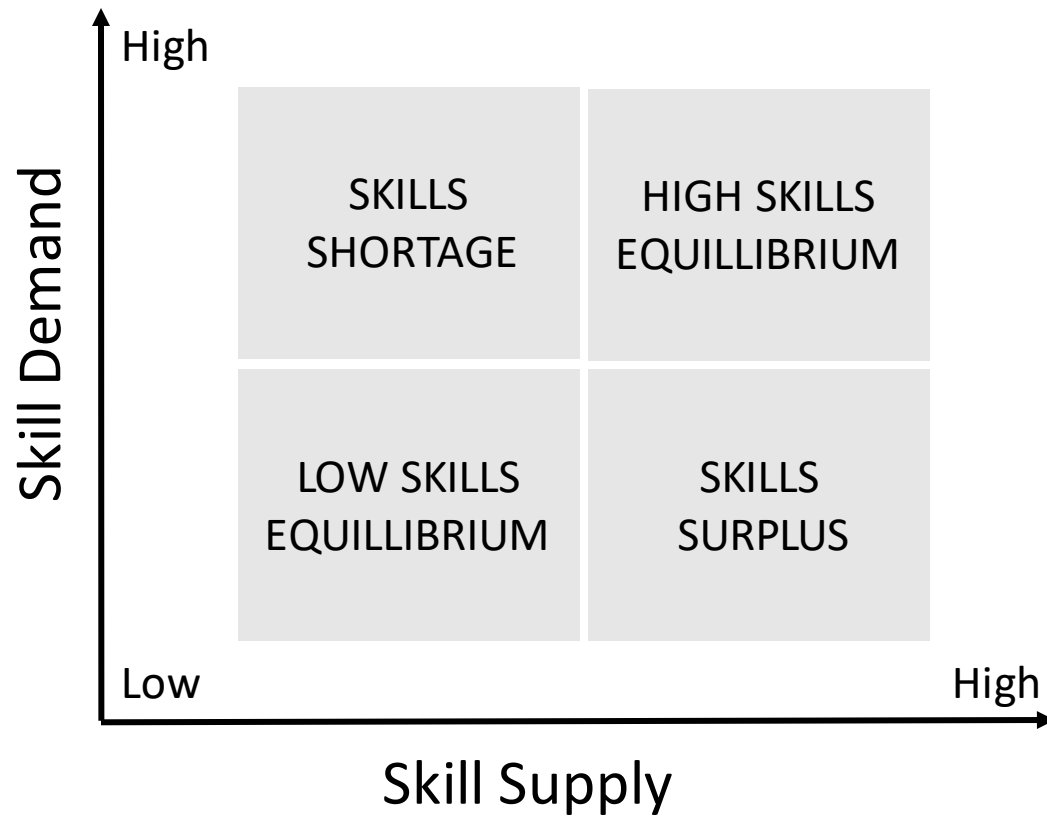
Digitalisation

Decarbonisation

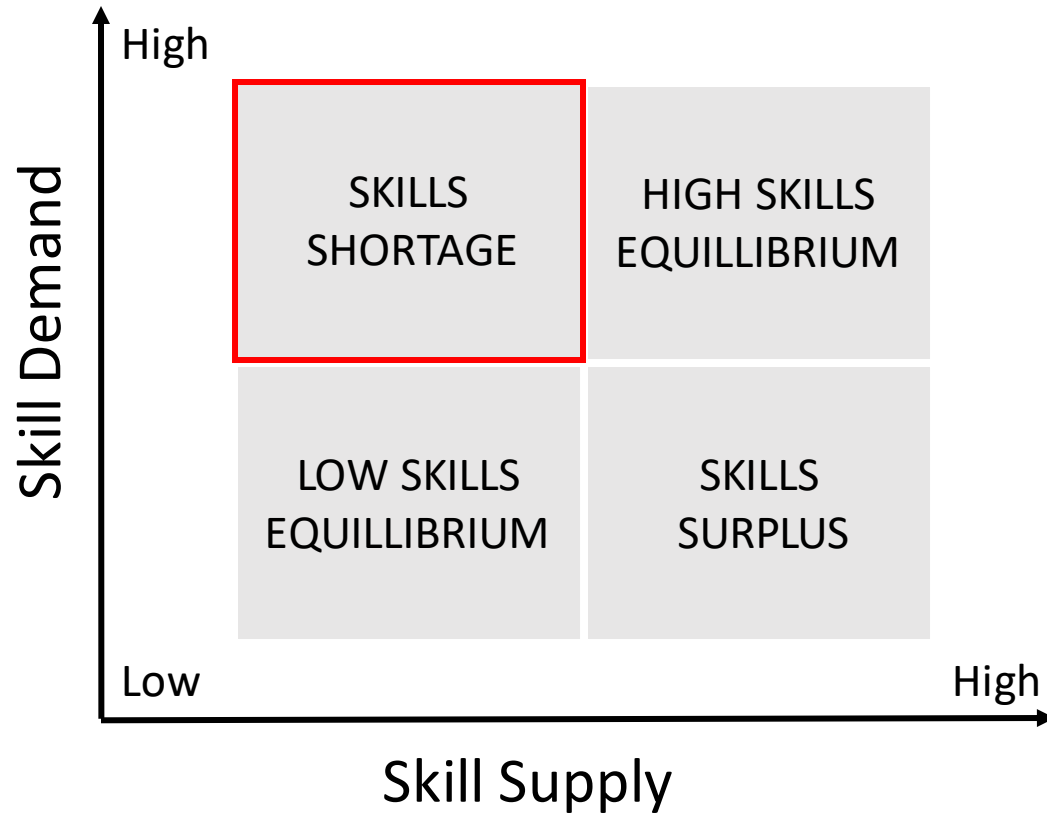
Decentralisation

Democratisation

What is a skill shortage?



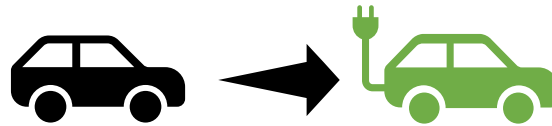
What is a skill shortage?



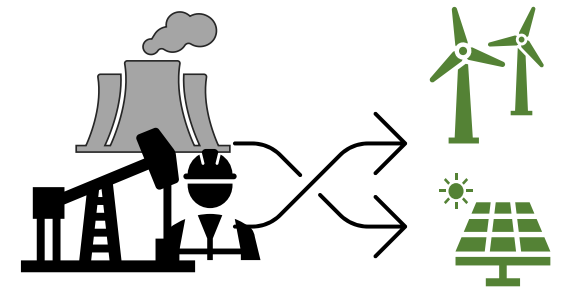
Purpose of this Study



Newly emerging occupations

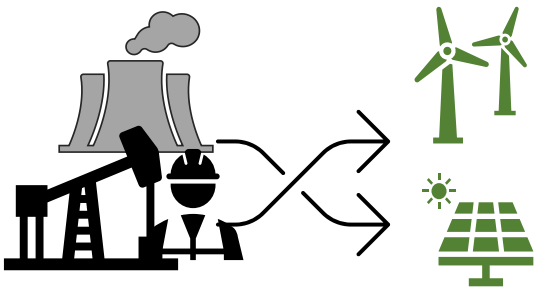
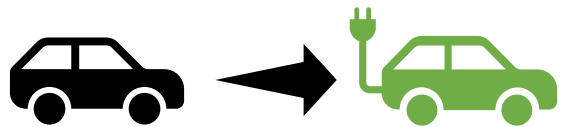


Greening occupations



Career pathways

Purpose of this Study

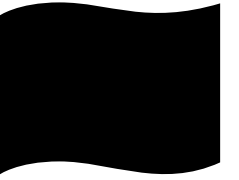


Identify job requirements

Identify and forecast gaps

Suggest accessible training

Local skills for smart energy systems



Interview Study

Why?

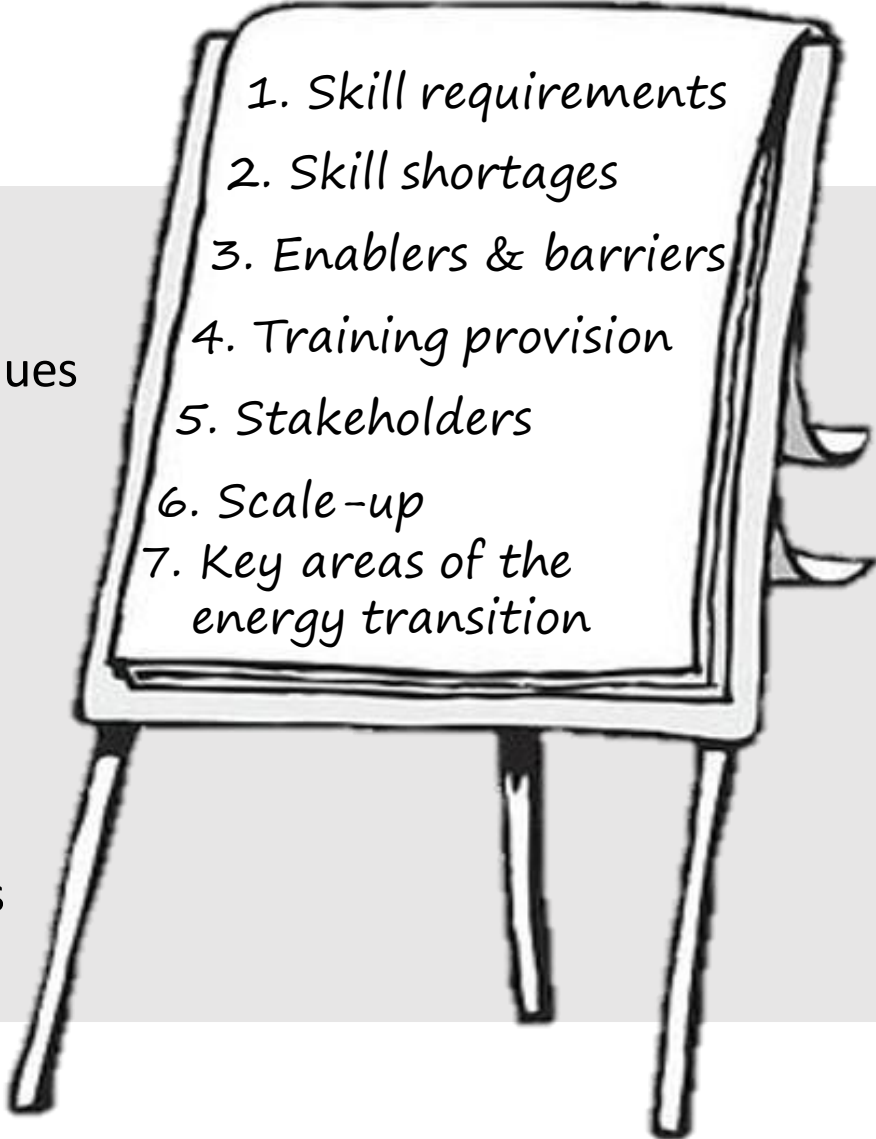
To get detailed first-hand accounts of the skill needs and related issues

Who?

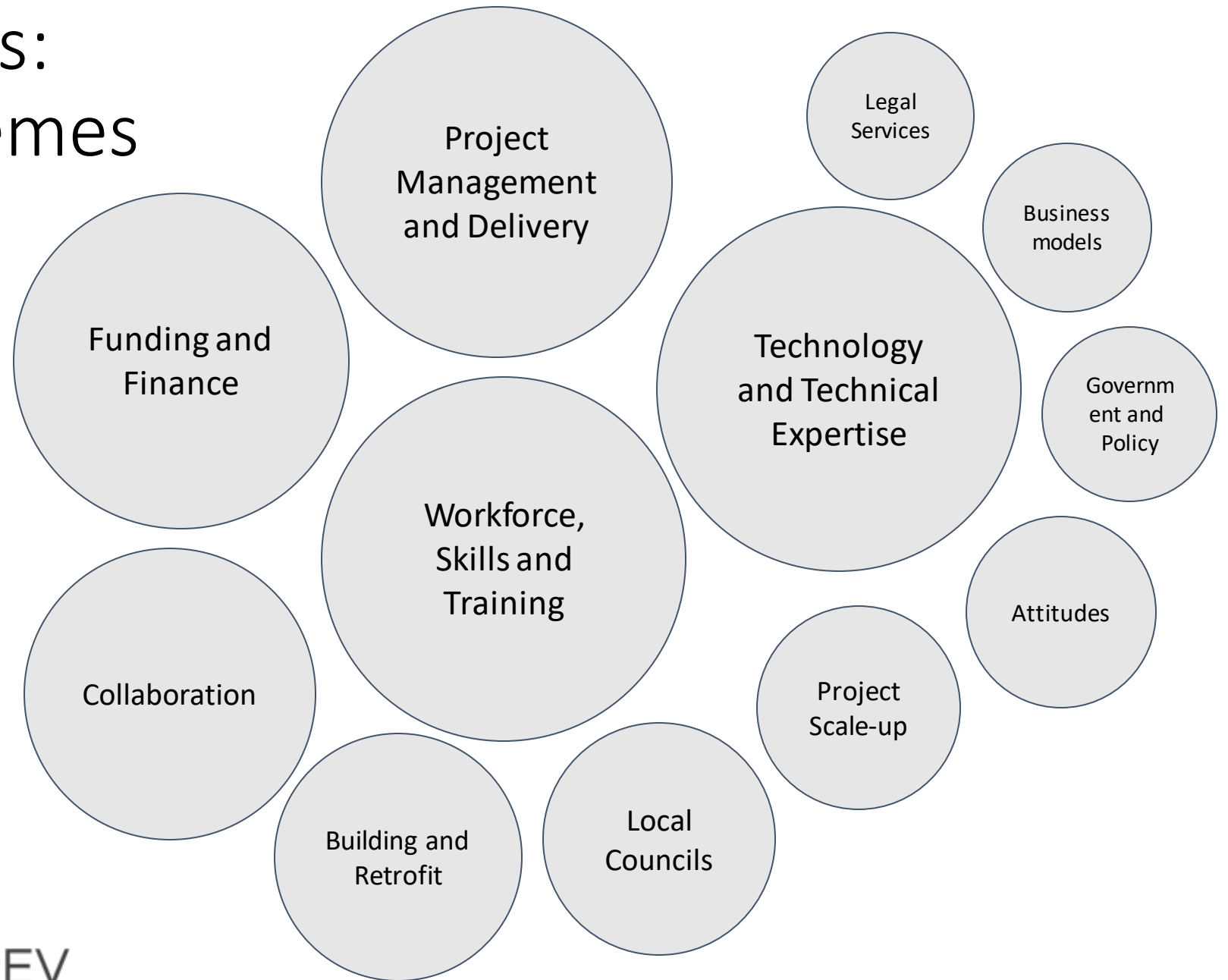
12 participants { 8 Community Energy Enablers
4 Community Energy Group members

What?

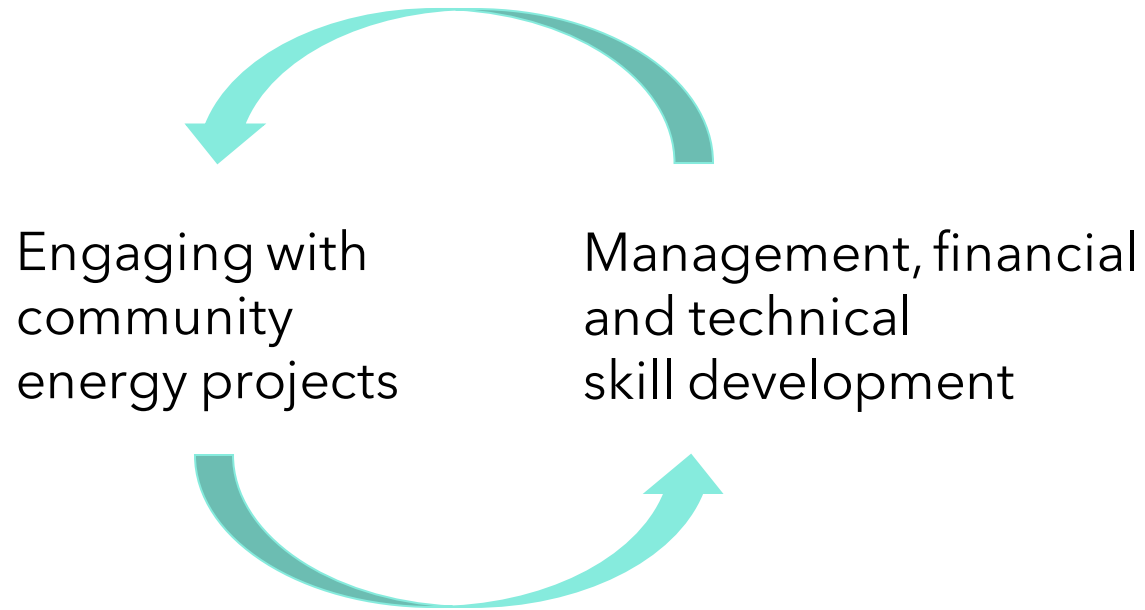
Semi-structured interviews (30 minutes – 1 hour) covering 7 topics

- 
1. Skill requirements
 2. Skill shortages
 3. Enablers & barriers
 4. Training provision
 5. Stakeholders
 6. Scale-up
 7. Key areas of the energy transition

Study Findings: Emerging Themes

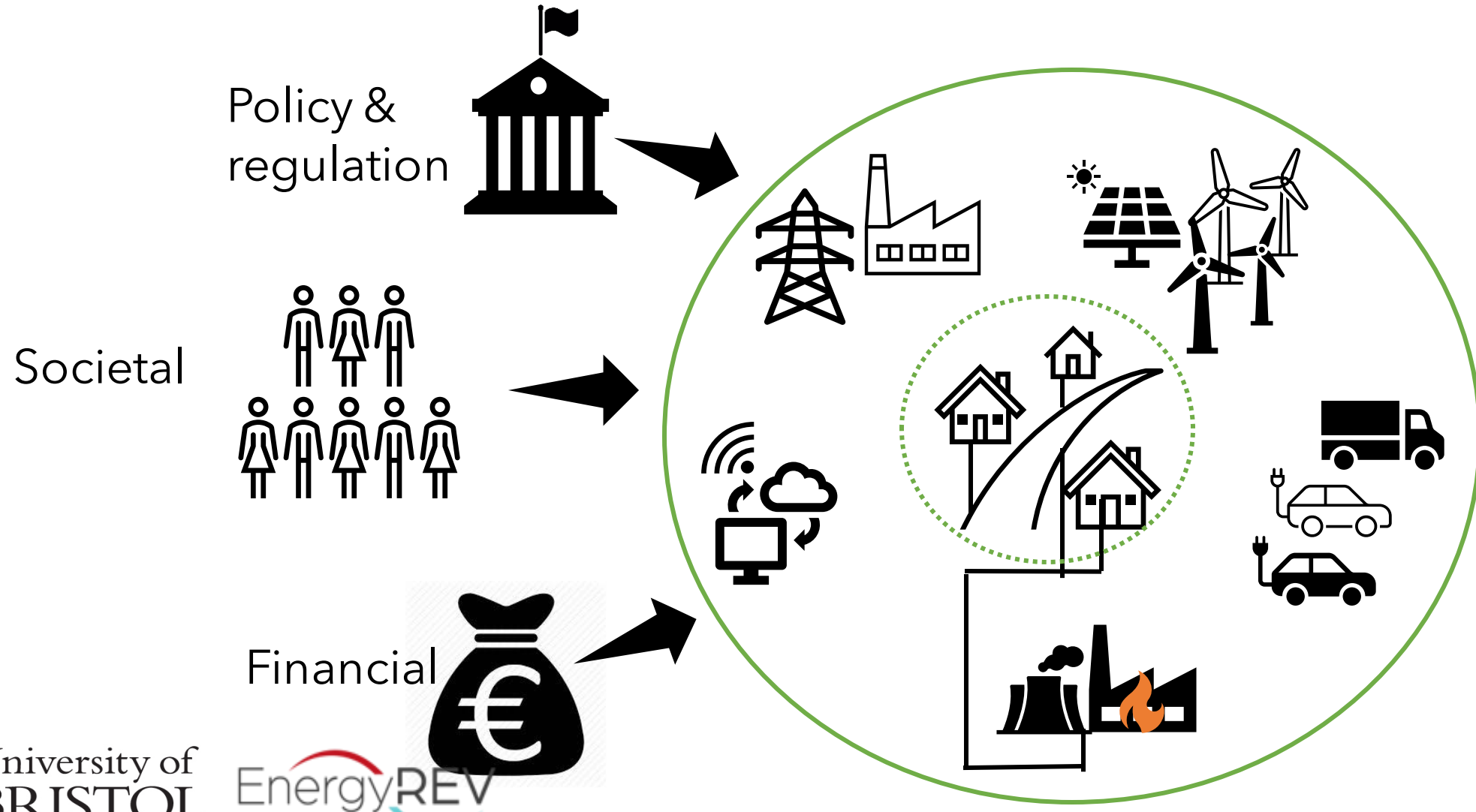


Study Findings: Workforce, Skills & Training



-
- Energy industry & technology understanding
 - Stakeholder management
 - Communication, engagement & negotiation

Study Findings: Technology & Technical Expertise



Study Findings: Project Management and Delivery

Soft skills

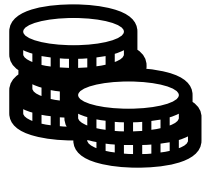
- Decision making
- Building trust
- Leadership
- Flexibility
- Communication & engagement
- Confidence

+

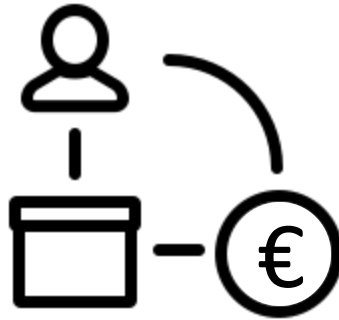
Business experience

- Handling procurement
- Managing energy contracts
- Risk assessment
- Feasibility studies
- Marketing

Study Findings: Funding & Finance



VS



Lack of finance

Old business models



Next steps

Community Energy Skills Survey:

https://universityofbristol.eu.qualtrics.com/jfe/form/SV_9oAn5oOFCFgBeg1

Part 1

This section explores the technical, financial, legal, project management and soft skills required now and in the future to develop community energy projects and to what extent shortages exist. Please be aware that the skills mentioned relate to developing community energy projects whether they are found within the community or procured externally.

Financial Skills

From grants to innovative business models, there are many financing options for community energy projects. This questions focuses on the skills to finance or obtain funding for projects.

To what extent do you agree that:

1. the following skills are required to develop low carbon projects?
2. the following skills are in shortage?
3. the need for the following skills will grow in the next 5-7 years?

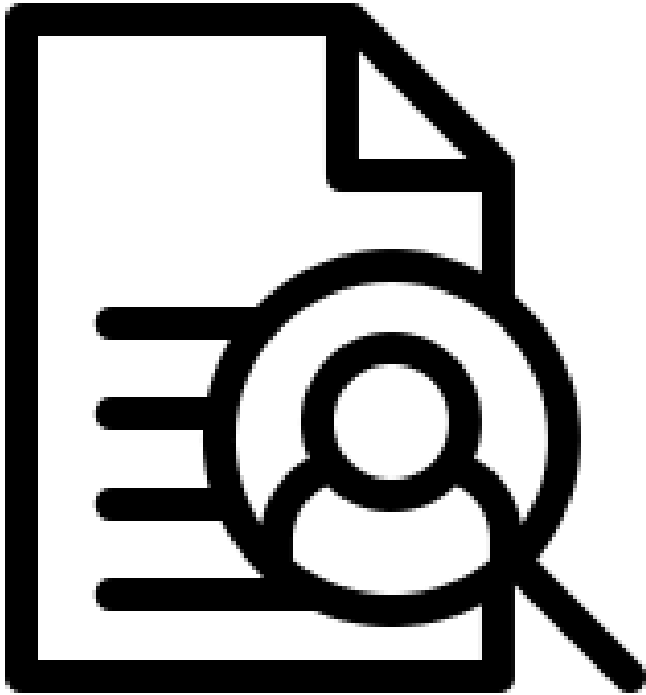
	Required			In shortage			Growing demand in 5-7 years		
	Agree	Unsure	Disagree	Agree	Unsure	Disagree	Agree	Unsure	Disagree
Accounting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial modelling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Putting together new business models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please add any missing financial skills or relevant comments:

Next steps



Next steps



Labour market data analysis

- Job requirements
- Salary and skill trends
- Career pathways

Thank you



yz14091@bristol.ac.uk



Yael Zekaria