

Provisional Terms of Reference (July 2023)

Green Jobs Delivery Group – steering group

Background

The [Net Zero Strategy \(NZS\)](#), [25 Year Environment Plan \(25YEP\)](#), [British Energy Security Strategy](#), and the [Powering Up Britain Plan](#) set out the Government's approach to working with industry to support the jobs and skills necessary for growing the green economy, reducing greenhouse gas emissions to net zero by 2050 and restoring nature and improving the natural environment. Informed by the recommendations of the [Green Jobs Taskforce](#), the NZS committed the UK Government to establishing the Green Jobs Delivery Group (GJDG) as the central forum for industry and government action on green jobs and skills.

As noted by the Green Jobs Taskforce, there are many different definitions of a "green job." As such, the Group's focus will initially be informed by the Green Jobs Taskforce report, which concentrates on employment that "directly contributes to - or indirectly supports - the achievement of the UK's net zero emissions target and other environmental goals, such as nature restoration and mitigation against climate risks". This may adapt over time in line with international and UK government work to consider developing an official definition for "green jobs".

Objectives

The Group will be the central forum through which government, industry and other key stakeholders work together to ensure that the UK has the workforce needed to deliver a green industrial revolution. Building on the NZS and 25 YEP, the Group will drive forward industry and government action across the following areas in the UK as a whole and at a local level:

- Ensuring we have the skilled workforce to deliver net zero and wider environmental goals in line with the UK's regional growth agenda;
- Ensuring workers and communities in high carbon sectors are supported with the transition in the wider context of the UK's regional growth agenda;
- Better understanding and addressing barriers to recruitment, retention and progression in green jobs (including quality of work, pay, conditions, image, etc.);
- Ensuring green jobs are open to all; and
- Building on the work of the Green Jobs Taskforce to develop a clearer understanding of the green economy and how to define and measure it.

What the Group will do

The Group will drive change in the green economy in the near-term (up to 2024), medium term (up to 2030) and, where possible, the long-term (up to 2050), by:

- Agreeing shared goals/objectives and success factors;
- Developing a shared understanding of labour supply and demand mismatches/challenges for key occupations and sectors, and cross-cutting employment issues in sectors and places most crucial to the green economy;
- Agreeing, progressing and monitoring actions across industry, government, local partners, the skills and education sector and trade unions to address challenges and maximise opportunities identified by the Group; and
- Sharing 'on the ground' intelligence among the Group's membership to support the realisation of the Group's objectives.
- Work with government and the education sector to develop the Net Zero and Nature Workforce Action Plan by the middle of 2024.

Remit

The Group will drive forward action across the UK economy on green jobs and skills, taking into account devolved and reserved areas of interest and competence. It may also play a role in informing related UK Government policy; however, the UK Government will be solely responsible for making its

own policy and spending decisions. When identifying solutions, the Delivery Group will focus its work within the parameters of existing government policy and regulatory frameworks where possible.

Duration of the Group and frequency of meetings

The Group will be active for the duration of this Parliament and will meet as frequently as required and every two months at a minimum. The co-chairs will periodically review the form and function of the group.

Membership

The Group will be co-chaired by Minister Stuart (Minister of State for Energy Security and Net Zero in the Department for Energy Security and Net Zero) and Michael Lewis (CEO of Uniper and chair of the Energy & Utility Skills Partnership).

It will include Ministerial representation from the Department for Energy Security and Net Zero, the Department of Environment, Food and Rural Affairs, the Department for Education, HM Treasury and the Department for Work and Pensions. Other Departments will be invited to join the Group's discussions as required in line with the agenda.

The Green Jobs Delivery Group will contain representatives from industry, the education and skills sector, local areas, and academia. This Group will be assisted in its work by sectoral task and finish Groups, which will include broader representation, including from trade unions. Other representatives from industry may be invited to the Group as required, according to its workplan. Deputies will be permitted when circumstances make this necessary. The co-chairs, supported by Ministers and the Secretariat, will review the Group's membership on an annual basis to ensure it remains appropriate.

Roles and responsibilities of Group members

Co-chairs will:

- Take overall leadership of the Group;
- Negotiate and establish annual workplans for the Group over the duration of its lifespan;
- Approve the Group's measures of success;
- Build industry-government consensus on issues that are under the Group's consideration;
- Build a consensus view of the respective industry and government action to support the workforce for the green economy and advocate for this.

Ministers (and their Officials) will:

- Agree annual workplans for the Group over the duration of its lifespan;
- Agree the Group's measures of success;
- Lead on delivering parts of workplan which align with Departmental responsibilities
- Agree government and industry actions across the Group's objectives and workplan.

Industry members will:

- Agree annual workplans for the Group over its lifespan;
- Contribute to meetings, with evidence-based advice in their respective area(s) of expertise;
- Share the latest intelligence from their sectors to support delivery of the Group's workplan;
- Commit to taking forward action in their sectors, via their task and finish groups and workforce assessments, and work together with the Government where relevant, across issues considered by Group; and
- Be ambassadors for and within their sectors to drive positive action and change.

All members (both core and TFG) will drive forward the actions agreed to in the Action Plan.

Where an industry member is also the chair of a task and finish group, please refer to "Provisional Terms of Reference (March 2023) Green Jobs Delivery Group – Task and Finish Groups".

Declaration of Interests

All members will be asked to declare any conflicts of interest before joining and in relation to any discussion item for the Delivery Group.

Measuring outcomes

The Group will agree (and periodically review) a set of metrics to monitor progress of the group's objectives for the green economy. These will not be targets; they will, instead, represent metrics to measure how key areas for the green economy (identified by the Group) are changing over time. The co-chairs will be responsible for negotiating these metrics with the group. The co-chairs will lead a review of these measures, with the Group as a whole, on an annual basis to ensure they remain appropriate for the priorities and objectives of the Group.

Workplan

At the start of each year, over the duration of its lifespan, the Group will agree an annual workplan, based on the evidence of the challenge, the availability of data and the balancing of priorities across the Group. This will be developed with input from all Group members. The Group's co-chairs will draw together, and mediate views of the group being responsible for its final form.

Record of meetings

Points discussed and actions agreed in each meeting will be presented as a summary, rather than a verbatim account.

Secretariat for the Green Jobs Delivery Group

The Department for Energy Security and Net Zero will lead the Group's Secretariat to support work between meetings (with input and engagement with other departments to take forward actions). DESNZ will coordinate briefing and discussion papers for each meeting (drawing on inputs from relevant departments/teams in line with the topic for discussion). The Department for Energy Security and Net Zero Minister's Private Office will be responsible for coordinating meetings, sending invites etc.

Ways of working

Meetings will be held virtually or in a hybrid format. Discussion papers for meetings will be circulated by Department for Energy Security and Net Zero at least 3 days in advance of Delivery Group meetings. Readouts from the meetings will be circulated by Department for Energy Security and Net Zero within two weeks of meetings taking place.

Data sharing restrictions

This Group may on occasion receive unpublished government analysis. Such analysis is strictly confidential and shared with members of the group on the understanding that they will not be further shared in any form. By being a member of this group, you agree to the conditions placed on the sharing of this analysis.