

## Annex C: consultation questions

The response forms contains questions on the following:

### Section 1: emission sectors

[Only answer questions in the sectors you have an interest in or move to section 2 - general sector skills questions]

Please tick which sectors you are responding to?

[Please note agriculture and Circular Economy's sectors have different questions – if you are responding to these sectors, please move to question 1.2 or 1.3]

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#### 1.1 Sector

**Please tick the appropriate sectors**

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Electricity and Heat Generation

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Residential Buildings

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Transport

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Public Sector

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Industry and Business

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Land Use, Land Change and Forestry

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Agriculture

Please go to section 1.2

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Wast and Circular Economy

Please go to section 1.3

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#### Mapping & key milestones

1. What investment, policies, transitioning impacts, technologies are expected to be implemented in Wales that will impact the net zero skills needs in Wales and their timescales?
2. Will these result in new jobs being created or broadly maintaining the existing number of jobs, but with a level of upskilling required or changes to the types of occupations? If so, please give details of opportunities and potential geography.
3. What will be the new, emerging or increased net zero skills demands in Wales as a result?
4. What are the key milestones or timescales to deliver these skills in Wales?

5. What cross-cutting circular economy skills do you consider are required in your sector? (for example, eco-design, re-use, repair, remanufacture, reprocessing)?"

### **Addressing the skills needs**

6. Is there provision to deliver these skills offered in Wales?
7. If not, are they being delivered elsewhere in the UK and can Wales based employers and individuals access this provision?
8. If these skills are being delivered in Wales, is the scale appropriate currently and does it meet Wales' future workforce needs?
9. What do you see as the barriers to address the skills needs in Wales?
10. What action is needed to remove those barriers?
11. What is the impact if these skills are not available in Wales?

### **Links to other sectors**

12. Are there any dependencies with other sectors, with specific links to skills? If so, what are these and what are their impacts?

### **Skills Groups**

13. What groups (steering, advisory) exist currently to gather and capture information on skills needs, undertake mapping and monitoring, or advice on future industry/sector requirements?
14. What research have these groups already undertaken?

## **1.2 Agriculture**

### **Mapping & Key Milestones**

1. The Agricultural Bill (Wales) is leading to the Sustainable Farming Scheme in 2025, what new and transitioning skills are required to support new farming practices in Wales?
2. Which emerging technologies would you expect to be rolled out and widely adopted by the agricultural sector in Wales over the coming years?
3. What additional investment in skills would be required to support these emerging technologies?
4. What are the key milestones or timescales to deliver these skills in Wales?

### **Addressing the skills needs**

5. What type of skills are most needed?
6. Is there provision to deliver these skills offered in Wales?
7. If not, are they being delivered elsewhere in the UK and can Wales based employers and individuals access this provision?
8. If these skills are being delivered in Wales, is the scale appropriate currently and does it meet Wales' future workforce needs?

9. What do you see as the barriers to address the skills needs in Wales?
10. What action is needed to remove those barriers?
11. What is the impact if these skills are not available in Wales?

### **Skills groups**

12. What groups (steering, advisory) exist currently to gather and capture information on skills needs, undertake mapping and monitoring, or advice on future industry/sector requirements?
13. What knowledge or skills gaps are you aware of in the agriculture sector (including on farm or the wider supply chain) that are hindering Wales' transition to net zero and/or adaptation to climate change?
14. What format of training/knowledge transfer would best address the knowledge/skills gaps?
15. Do you have any feedback or ideas/suggestions regarding the skills and knowledge transfer currently on offer for those in Wales?

## **1.3 Waste and Circular Economy**

### **Mapping and key milestones**

1. What investment, policies, technologies or trends are expected in Wales that are likely to change the skills needed in the waste and circular economy sector?
2. Will these changes result in new jobs? If yes, please give details of new jobs and skills needed.
3. Will these changes result in new skills or occupations within the existing waste management sector jobs? If yes, please give details of the changes and skills needed.
4. What are the key timescales to deliver these skills in Wales, especially in relation to the targets and action milestones in Net Zero Wales and Beyond Recycling?

### **Addressing the skills needs**

5. Is there provision for the workforce to train or develop these skills in Wales?
6. If not, are they being delivered elsewhere in the UK and can Wales based employers and individuals access this provision?
7. If these skills are being delivered in Wales, is the scale appropriate currently and does it meet Wales' future workforce needs?
8. What do you see as the barriers to address the skills needs in Wales?
9. What action is needed to remove those barriers?
10. What is the impact if these skills are not available in Wales?

### **Skills groups**

11. What groups (steering, advisory) exist currently to gather and capture information on skills needs, undertake mapping and monitoring, or advice on future industry/sector requirements?
12. What research have these groups already undertaken?

## **Section 2: general questions**

### **Consultation Overview Chapter**

1. What skills are needed in Wales to meet the current and future net zero skills gaps?
2. Will these result in new jobs being created or broadly maintaining the existing number of jobs, but with a level of upskilling required or changes to the types of occupations? If so, please give details of opportunities and potential geography.
3. How can we future proof our skills delivery to meet our net zero ambitions?
4. What are the key milestones or timescales to deliver these skills in Wales?
5. Is the infrastructure in place in Wales to meet these needs?
6. What do you see as the impacts/barriers to address the skills needs in Wales?
7. What action is needed to remove those barriers What is the impact of these skills not being available in Wales?
8. What groups (steering, advisory) exist currently to gather and capture information on skills needs, undertake mapping and monitoring, or advice on future industry/sector requirements?
9. What cross-cutting circular economy skills do you consider are required in your sector? (for example, eco-design, re-use, repair, remanufacture, reprocessing)?"

### **Section 3: net zero skills definition**

1. Is the draft definition of Net Zero Skills (page 7 of this consultation) easy to understand? Please consider how clear the definition is in regard to the work you and others do and whether it can be applied in a practical manner.
2. Are there ways the definition could be made clearer? If further information is needed to accompany the definition, what information would be most useful?

### **Section 4: digital**

1. What are the digital skills needed within the sector to support our net zero commitments?
2. Is there provision to deliver these skills offered in Wales?
3. If not, are they being delivered elsewhere in the UK and can Wales based employers and individuals access this provision?
4. If these skills are being delivered in Wales, is the scale appropriate currently and does it meet Wales' future workforce needs?
5. Are there any barriers to address these skills. If so, what are they and how can they be addressed?

### **Section 5: employers challenges chapter**

1. What are the key challenges employers face to upskill their staff in net zero skills?

2. What are the solutions to overcome the challenges?
3. What would encourage employers to invest in skills for their workforce?
4. What are the restrictions to developing Welsh supply chains, with regard to skills?

## **Section 6: innovation**

1. Our recently published, mission-based Wales Innovates strategy recognises the transition to net-zero as probably the greatest economic opportunity of our time, where innovation will be critical to our success, so what additional skills will be needed to ensure the development and adoption of new ideas?

## **Section 7: Welsh language**

1. We would like to know your views on the effects that net zero skills would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English. What effects do you think there would be? How could positive effects be increased, or negative effects be mitigated?
2. Please also explain how you believe the proposed policy net zero skills could be formulated or changed so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language, and no adverse effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.

## **Section 8: additional comments**

We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them:

Please enter here:

Responses to consultations are likely to be made public, on the internet or in a report. If you would prefer your response to remain anonymous, please tick here: