

In association with:

Sage

**MAKE**uk  
The Manufacturers' Organisation

**125** YEARS  
BACKING  
BRITAIN'S  
MAKERS

# GREEN SKILLS

## GUIDING PRINCIPLES

Make UK and Sage want to guide, inspire, and support manufacturers as the sector seeks to access the skills to transition towards a digital and green economy.

Only 62% of manufacturers told us that their workforce is equipped with the skills they need to manufacture goods and products in a more sustainable way.<sup>1</sup> Furthermore, Sage analysis shows over 80% of SMEs think that the recovery should be used as an opportunity to promote sustainability and a third prioritise education and skills as crucial for long-term economic growth.<sup>2</sup>

Together, our green skills guiding principles are devised to encourage manufacturers to prioritise the green agenda in the months and years ahead. These principles can support the manufacturing industry by providing a framework to identify and access green skills now, and in the future.

Collectively, we need to do more to be ready and to take advantage of a digital and green future.

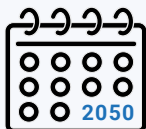
<sup>1</sup>Make UK / Sage survey, July 2021  
<sup>2</sup>Sage, Knocking Down Barriers, 2021



# 1.

## We commit to both understanding and equipping our business with the green skills needed to complete our transition to a digital and green future.

We support the net zero by 2050 goal because:



It isn't just an achievable goal for manufacturing, but a necessary one. An overwhelming 92% of manufacturers believe meeting the UK Government's net zero target by 2050 is either very or somewhat achievable.<sup>3</sup>



Yet current evidence shows that almost 3.2 million workers in the UK are in jobs which are in need of upskilling for the net zero transition, many in heavy sectors such as manufacturing<sup>4</sup>.

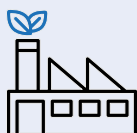


A digital and green future will provide many new job opportunities requiring different skillsets, but these will be futile opportunities if action is not taken by Government and Industry to support people.

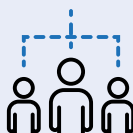
# 2.

## We will identify the areas of our business in which green skills are needed, now and in the future.

We will seek to understand what and where those skills are required because:



Research shows 62% of manufacturers have identified the skills they require to manufacture goods and products in a more sustainable way, and only 56% to operate in a more sustainable way.<sup>5</sup>



Almost two-thirds (61%) of manufacturers are changing their skills strategy to access and develop the skills needed to manufacture goods and products in a more sustainable way.<sup>6</sup>



Identifying the skills, as well as the areas of the business in which they are needed, will be essential to any business developing a future-proof skills strategy to access the digital and green skills required.



Government has committed to

**“...supporting more people of all backgrounds to get the skills they need to build great careers and help us reach our goal of net zero emissions by 2050”**

Minister for Apprenticeships and Skills and co-chair of the Green Jobs Taskforce Gillian Keegan

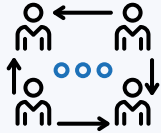
<sup>3,5,6</sup>Source: Make UK / Sage survey, July 2021

<sup>4</sup>Onward, Qualifying for the race to net zero, July 2021

### 3.

## We will engage and collaborate with the education system and training market to meet the green skills required for my business.

We will seek to influence, engage, and transform the local the education and training market because:



All manufacturers will need to collaborate with these stakeholders to ensure that the provision for the green skills they need, are provided, and to a high quality.



Our research shows less than half (49%) of manufacturers are confident the education and training market can deliver the skills required to transition to a digital and green future.<sup>7</sup>



These skills will need to be acquired through a mixture of retraining and upskilling of existing employees, as well as inspiring and training the next generation through apprenticeships, T Levels, and in-work experience.

### 4.

## We will recognise that a green future goes hand in hand with a digital future.

We will aid the transition to a more sustainable future through digital technologies because:



Digital technologies can enable manufacturers to support their recovery from the pandemic, as well as initiate their transition to a digital and green future.



An overwhelming 86% of manufacturers already have plans to further training for digital technologies to boost productivity.<sup>8</sup>



Our research shows manufacturers expect to see demand for skills such as designing, IT and R&D increasing in the next five years to ensure their business is operating in a sustainable way.

<sup>7,8</sup>Source: Make UK / Sage survey, July 2021





## COP26 CALL TO ACTION

In its climate action efforts, the UK has enshrined in law the goal to achieve Net Zero emissions by 2050 and Make UK has seen an accelerating movement to align its strategy towards this target. The upcoming United Nations Conference of Parties (COP26) is a major opportunity for the UK to demonstrate its global leadership and technological capabilities.

The manufacturing sector has a crucial role to play in this. Make UK is committed to supporting and guiding its members in achieving the UK's Net Zero by 2050 objective and has been doing this through our dedicated Digital and Green campaign.

Find out more: [www.makeuk.org/news-and-events/news/take-part-in-cop26](http://www.makeuk.org/news-and-events/news/take-part-in-cop26)

## SUSTAINABILITY AND SOCIETY STRATEGY – KNOCKING DOWN BARRIERS

Sage are committed to investing in education, technology and environmental change to give individuals, SMEs and our planet the opportunity to thrive. Our goal is to use our technology, time and experience to back a generation of diverse and sustainable businesses. Sage will also play its part in tackling the climate crisis, pledging to be Net Zero by 2040 across its operations and supply chain, with an interim step to reduce carbon emissions by 50% by 2030.

Read more here: [www.sage.com/en-gb/news/press-releases/2021/06/sage-launches-sustainability-and-society-strategy-knocking-down-barriers/](http://www.sage.com/en-gb/news/press-releases/2021/06/sage-launches-sustainability-and-society-strategy-knocking-down-barriers/)



Make UK is backing manufacturing - helping our sector to engineer a digital, global, and green future. From the first industrial revolution to the emergence of the fourth, the manufacturing sector has been the UK's economic engine and the world's workshop. The 20,000 manufacturers we represent have created the new technologies of today and are designing the innovations of tomorrow. By investing in their people, they continue to compete on a global stage, providing the solutions to the world's biggest challenges. Together, manufacturing is changing, adapting and transforming to meet the future needs of the UK economy. A forward thinking, bold and versatile sector, manufacturers are engineering their own future.

**MakeUK.org**

Along with comprehensive multi-national business management, Sage offers support for 18 different industry verticals ranging from food & beverage manufacturing through to industrial machinery manufacturing and FMCG distribution. This ability to support multiple adjacent specific manufacturing micro verticals, allows Sage to support the entire value chain from seed to sale or farm to fork.

Find out more about how Sage 200 and Sage X3 solutions can make your manufacturing business transform, adapt and grow.

[www.sage.com/en-gb/](http://www.sage.com/en-gb/)