

JUST ENERGY TRANSITION SKILLING FOR EMPLOYMENT PROGRAMME (JET SEP)



A coordinated private sector approach to building agility into JET Skilling

South Africa is undergoing a significant just energy transition, building 120-150 GW¹ renewable energy capacity over the next 25 years. Based on the project pipeline, executing the energy transition and ensuring that it is just and inclusive will require 400-600K gross jobs by 2050². This enormous human effort will require efforts to mitigate significant job losses and balance the pressure to prepare the workforce for the emerging employment opportunities, many of which will require skills not present in the right scale and quantity in South Africa today.

Programme scope



Time horizon of JET SEP: 2024-2026
(currently in Phase 1 of 3)



Geographic scope: All provinces, at the local municipality level



Skill levels: Low-skilled, mid-level skilled and highly skilled, employed, and unemployed workforce (particularly women and vulnerable youth)



Types of jobs: Direct, indirect, and induced jobs



Industries in focus: Renewable Energy (solar, wind, battery), and Transmission, New Energy Vehicles, and Green Hydrogen



End-to-end value chains: Project development, manufacturing and assembly, construction, installation and connection, operations, maintenance and end-of-life



Implementation partners: National Business Initiative (NBI) and Boston Consulting Group (BCG)



Endorsed by: The JET Project Management Unit (JET PMU), in The Presidency, Presidential Climate Commission, BUSA



CEO Champions: 28 CEO Champions including leads from Anglo American, Standard Bank, Sasol, and Eskom



South Africa's education and training system is currently not equipped to meet the skills demands of emerging technologies. With unemployment at 32%, there's a risk of importing skills in the energy transition. It is therefore urgent to build coordinated systems to upskill the workforce inclusively

There is a broad landscape of active stakeholders and programmes; however, the fragmented nature of the existing skilling landscape restricts the scalability of many ongoing initiatives. To achieve the desired impact and enable the JET, skilling the South African workforce must apply:

A structured, pragmatic and additive perspective to deliver demand-led skilling



A highly fact-based, transparent and analytical approach



Multi-stakeholder collaboration between private sector, public sector, and the full JET skills ecosystem



An outcome focused and action biased approach, working to implement and scale interventions



A joint effort between the JET PMU and NBI will deliver on the JET Skills Implementation Plan

The JET Project Management Unit (JET PMU) has drafted a national skilling strategy in chapter 9 of the JET Implementation Plan (JET IP). The JET Skills Implementation Plan identifies demand-led skilling as a critical enabler. To bridge the gaps, it has identified the enabling conditions and mechanisms to unlock the resources and capacity required to skill the South African workforce in a coordinated approach for the deployment of new jobs created in clean energy. The JET Skills Implementation Plan will contribute to interventions across 5 workstreams:



Establishment of a JET Skills Ecosystem



Establish Skills Development Zones focused on core value chains



JET skills development needs assessment



JET skills planning and support for government and key government institutions



Foundational skills development support to teachers and educators

The JET PMU has formally endorsed the National Business Initiative (NBI), with the technical support of the Boston Consulting Group (BCG), to coordinate and lead private sector's contribution to the JET Skills Implementation Plan. Part of this mandate includes providing recommendations, from the perspective of the private sector, for how to structure an effective demand-led, dynamic and agile JET skills ecosystem.



The Presidency, JET IP PMU

Responsible for drafting and implementing the JET Skills Implementation Plan that aims to skill the South African workforce in a coordinated approach for deployment in new jobs created in clean energy on the pathway to a Just Energy Transition



NBI

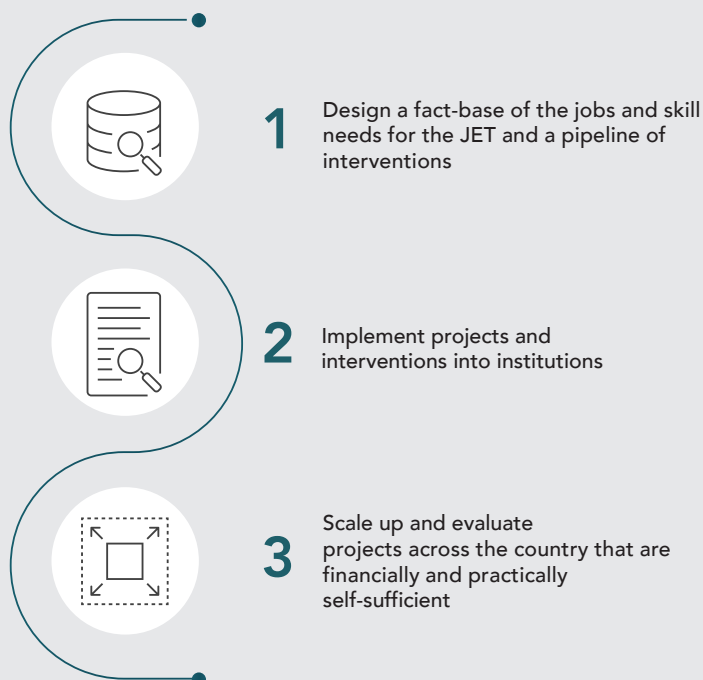
Convening a unified voice and mobilising the private sector to deliver on the PMU led JET Skills Implementation Plan by bringing together 90 of RSA's largest companies and over 30 CEOs



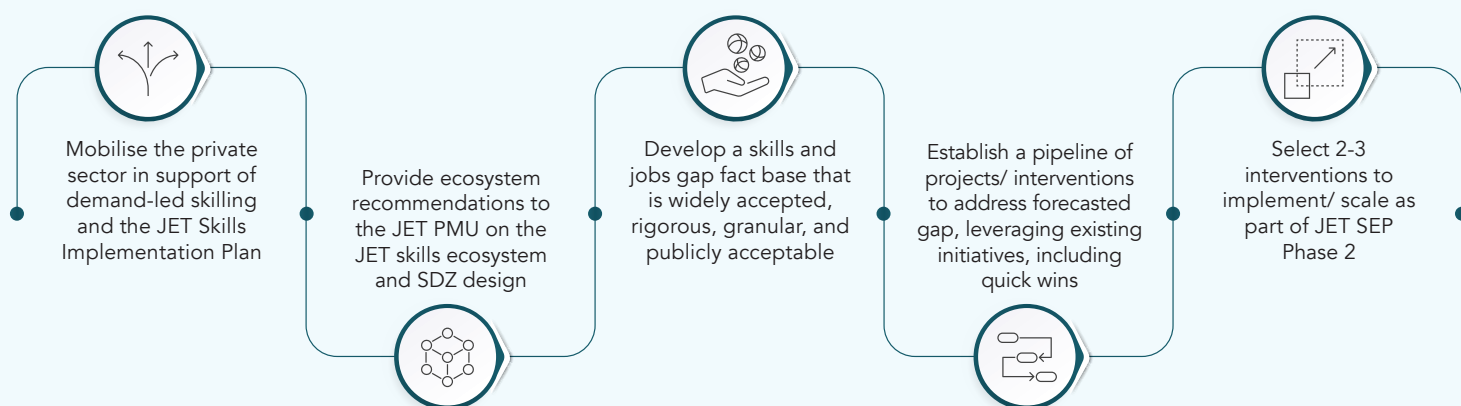
BCG

Providing rigorous, data driven research and analysis for strategic insights as the basis of the work programme

JET SEP will help implement concrete, outcome-focused projects in 3 phases:



By the end of Phase 1, JET SEP aims to achieve five key outcomes in-line with the JET Skills Implementation Plan:



Successful implementation of the JET Skills Implementation Plan is imperative for ensuring South Africa's Just Energy Transition. Delivering on this plan will result in a suitable skilled South African workforce, with the potential to export labour to the rest of Africa. It will optimise skillsets at national level to ensure there are no gaps in skills required for JET, and do so at scale with consistent high quality, accessible training across the entire country. It will create viable paths at an individual level to succeed in new low carbon economy for all.

It is critical to develop a national, just and inclusive skilling programme that supports the Just Energy Transition and mitigates job losses. Preparation of the workforce is essential and must begin urgently in South Africa.

For further information please contact:



Ms Gugu McLaren-Ushewokunze
Head: Economic Inclusion
National Business Initiative
GuguM@nbi.org.za



Ms Adwoa Banful
Principal
Boston Consulting Group
banful.adwoa@bcg.com