

A photograph of an offshore engineering site. In the foreground, a person wearing a white hard hat and a bright yellow high-visibility jacket is seen from behind, looking out over the ocean. In the middle ground, several large offshore vessels are visible, including a prominent blue and yellow crane ship with two large cranes. To the left, two wind turbines are being installed on a platform. The sky is overcast with grey clouds.

Skills for the Future – Offshore Engineering

Susan Falch-Lovesey, UK Head Social Value, Equinor

Plan

1. Geography and Technology
2. Skills and Jobs
3. Training
4. Case studies
5. Resources



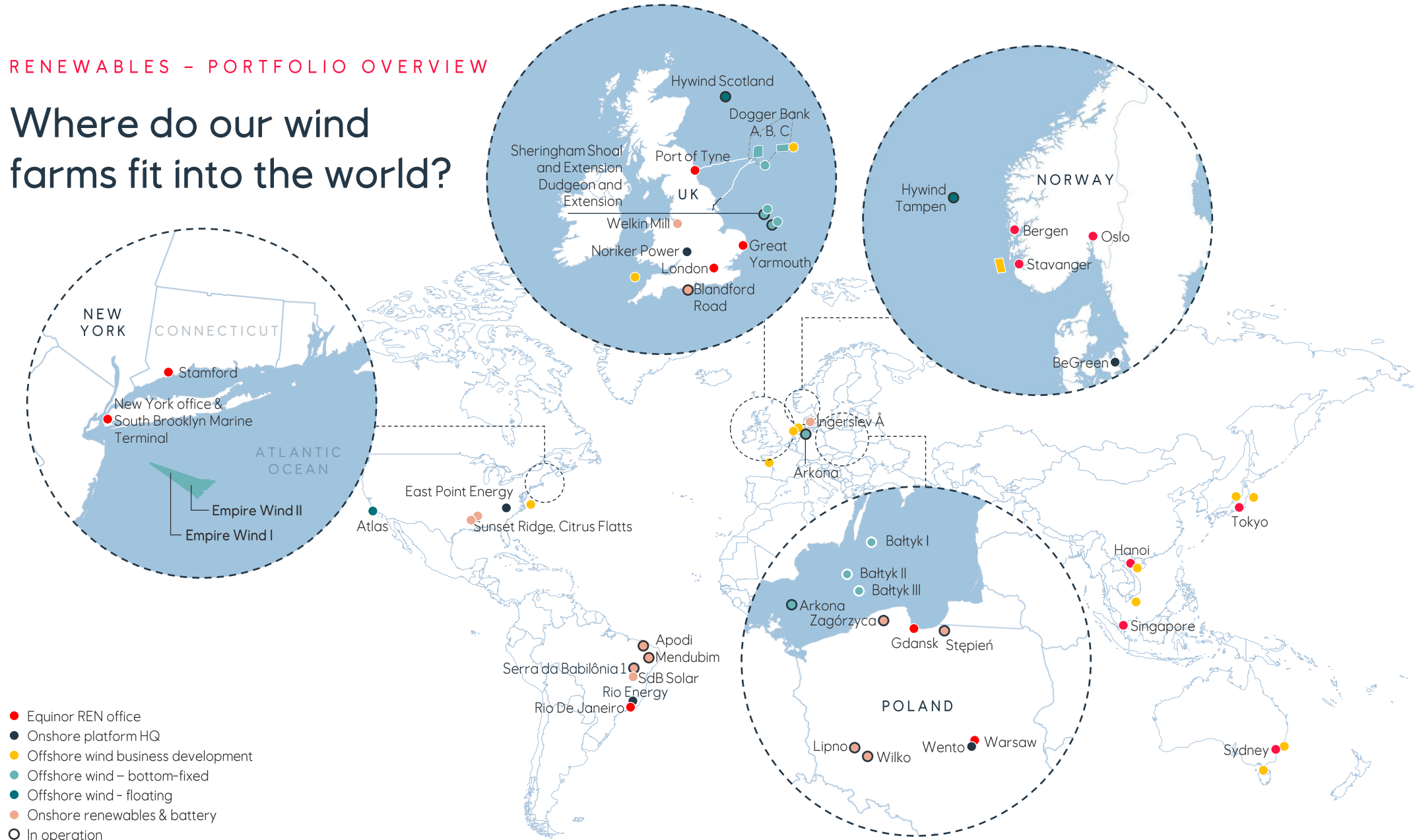
equinor





RENEWABLES - PORTFOLIO OVERVIEW

Where do our wind farms fit into the world?



Equinor Renewables in the UK



40

year presence
in the UK



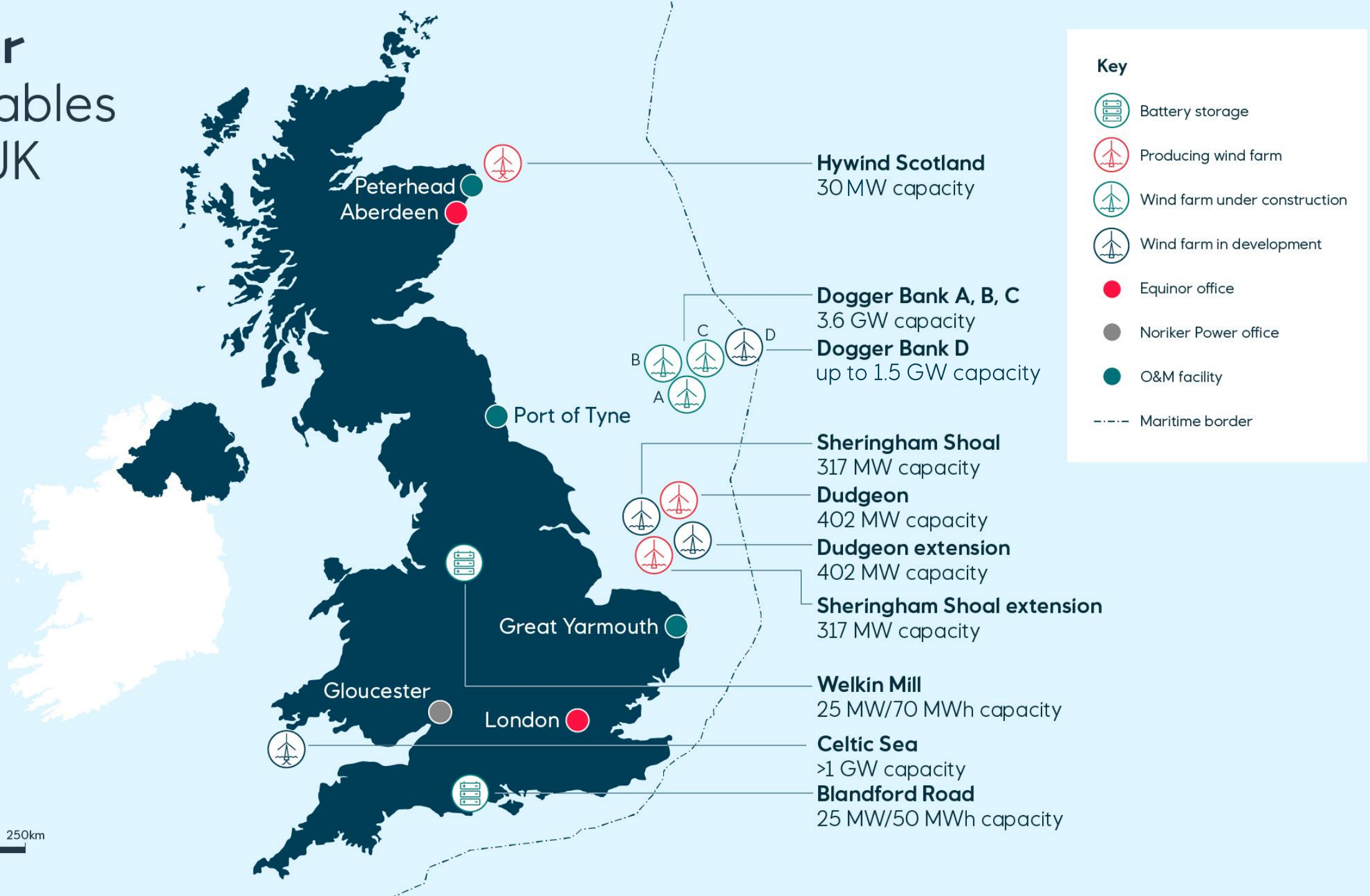
700

suppliers working
for Equinor in the UK



7

million homes powered by
our UK wind farms by
2030

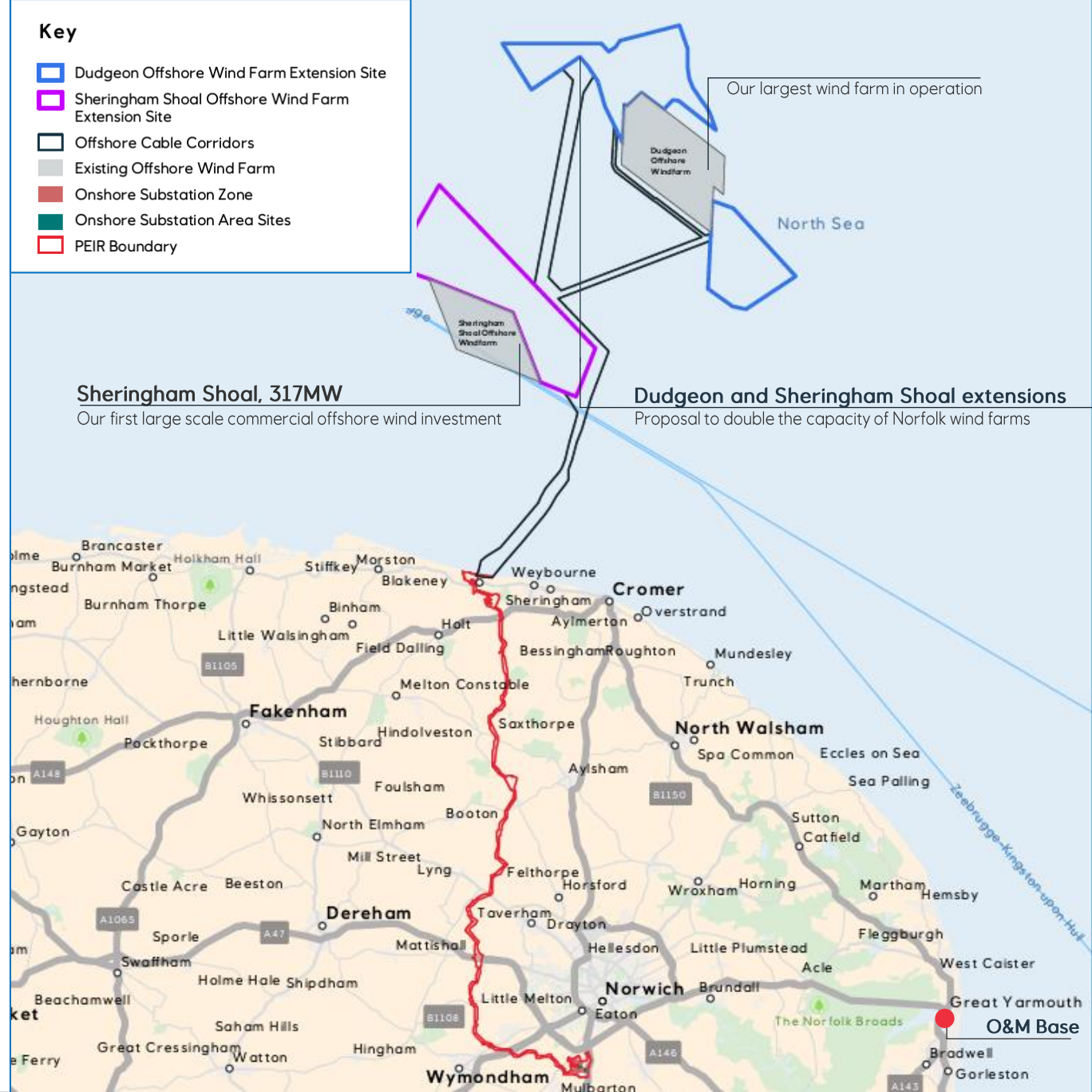


Roles for offshore engineering are on and offshore



Key






- Dudgeon Offshore Wind Farm Extension Site
- Sheringham Shoal Offshore Wind Farm Extension Site
- Offshore Cable Corridors
- Existing Offshore Wind Farm
- Onshore Substation Zone
- Onshore Substation Area Sites
- PEIR Boundary

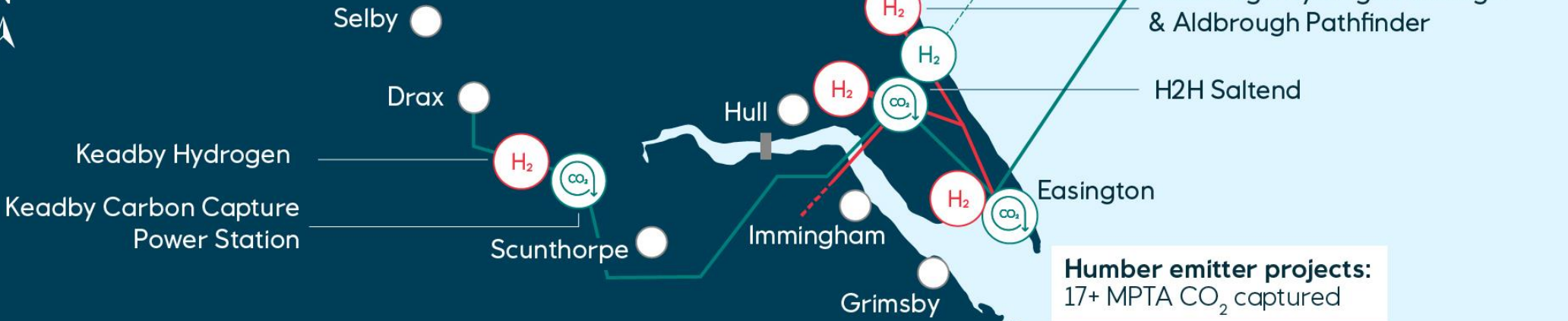


Equinor

Low Carbon Solutions in the UK

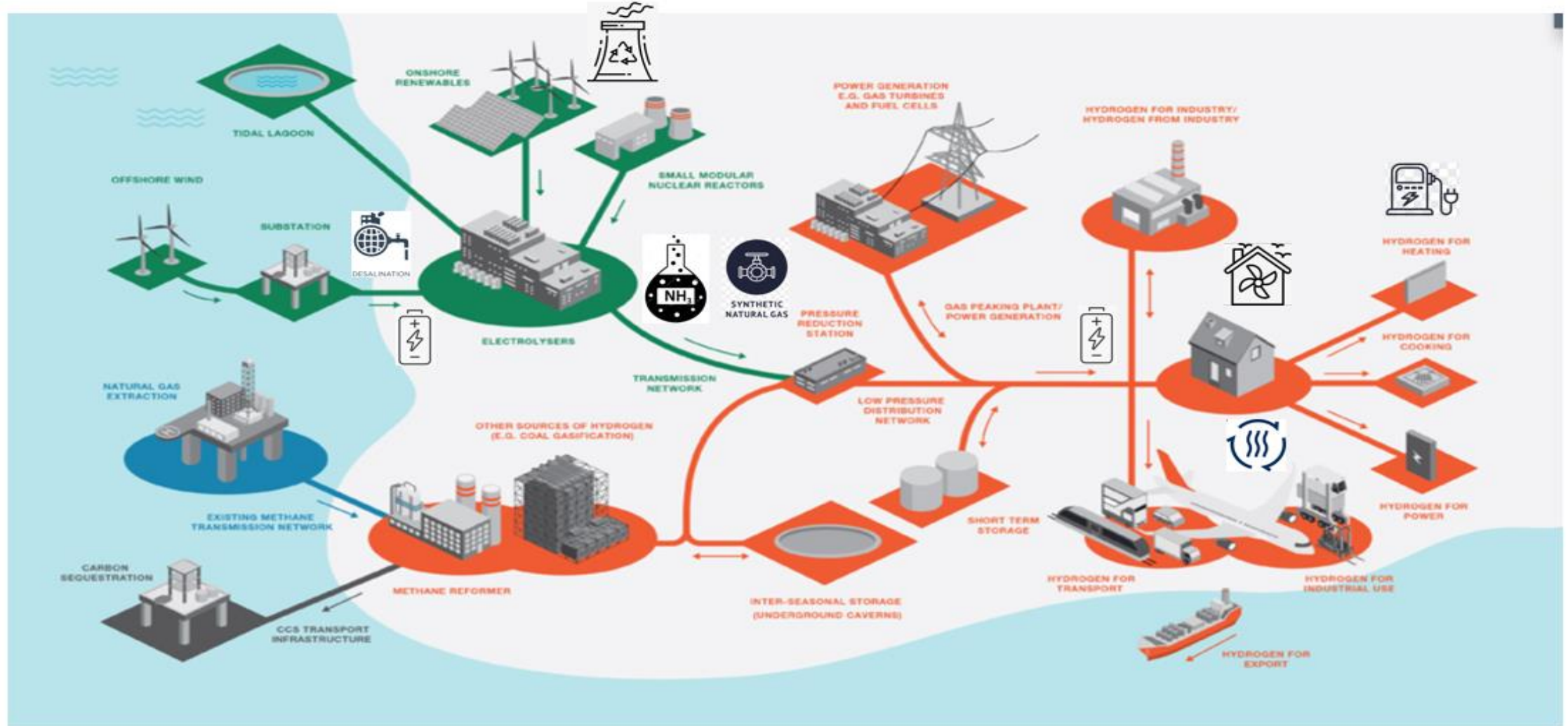
Key

-  Carbon capture and storage
-  Hydrogen projects
-  Wind farm
-  Northern Endurance Partnership
-  Hydrogen Transmission System



Decarbonisation Pathway & An Integrated Energy System

CATAPULT
Offshore Renewable Energy



Research Portfolio | Offshore Wind Sustainability



Improved understanding of bird displacement and collision risk for offshore wind farms

Reducing consenting risk related to underwater noise of offshore wind farms


Offshore wind farms and the marine environment - impact and dependencies


Solutions for offshore wind to support the biodiversity net-positive approach


Offshore wind farm coexistence and just transition


Solutions for circular offshore wind farms to conserve natural resources

Improved sustainability performance by development of digitized data and tools

Ecosystem impact and risk 

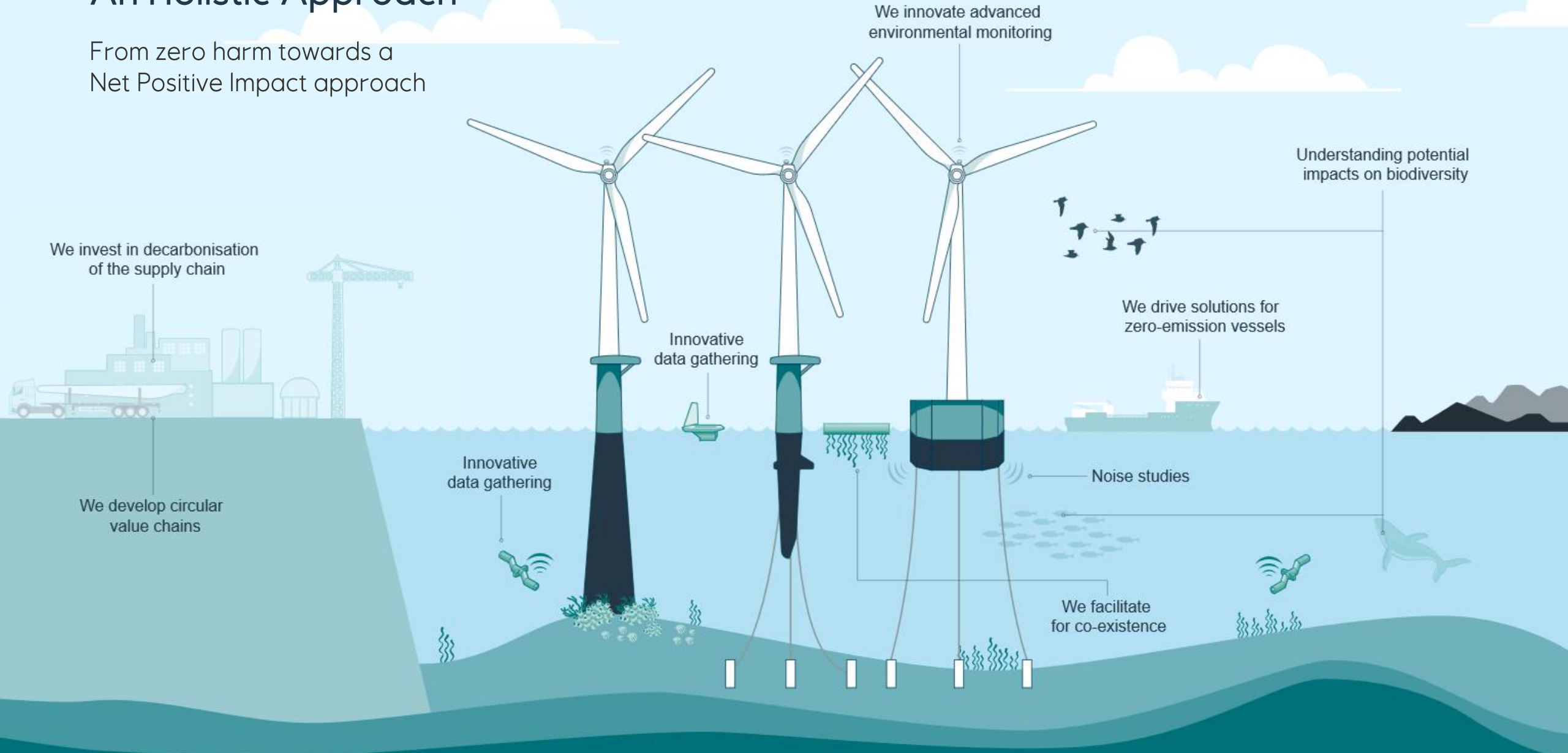
Coexistence 

Circularity 

Sustainability data quantification and analysis 

An Holistic Approach

From zero harm towards a Net Positive Impact approach



UNDERSTANDING THE SCALE OF THE PROBLEM

Skills and a Sustainable Workforce



20%

Retiring in the next 5 Years (at least)



1/3rd

of the global workforce are Gen Z (13-28 yrs)



100_k

16-24 yr old NEETs
UK: 12.5%
(Highest since 2014)

TODAY'S WORKFORCE



32,257

Total UK Offshore Wind Workforce

17,394
Direct Jobs

14,863
Indirect Jobs

INVESTMENT IN SKILLS

Current Apprentices 2.6% (270)



Graduates & Trainees 0.93% (96)



DIVERSITY & INCLUSION

20.6%
Women



79.4%
Men



TOMORROW'S WORKFORCE



By 2030, UK Offshore Wind is forecast to employ

104,401

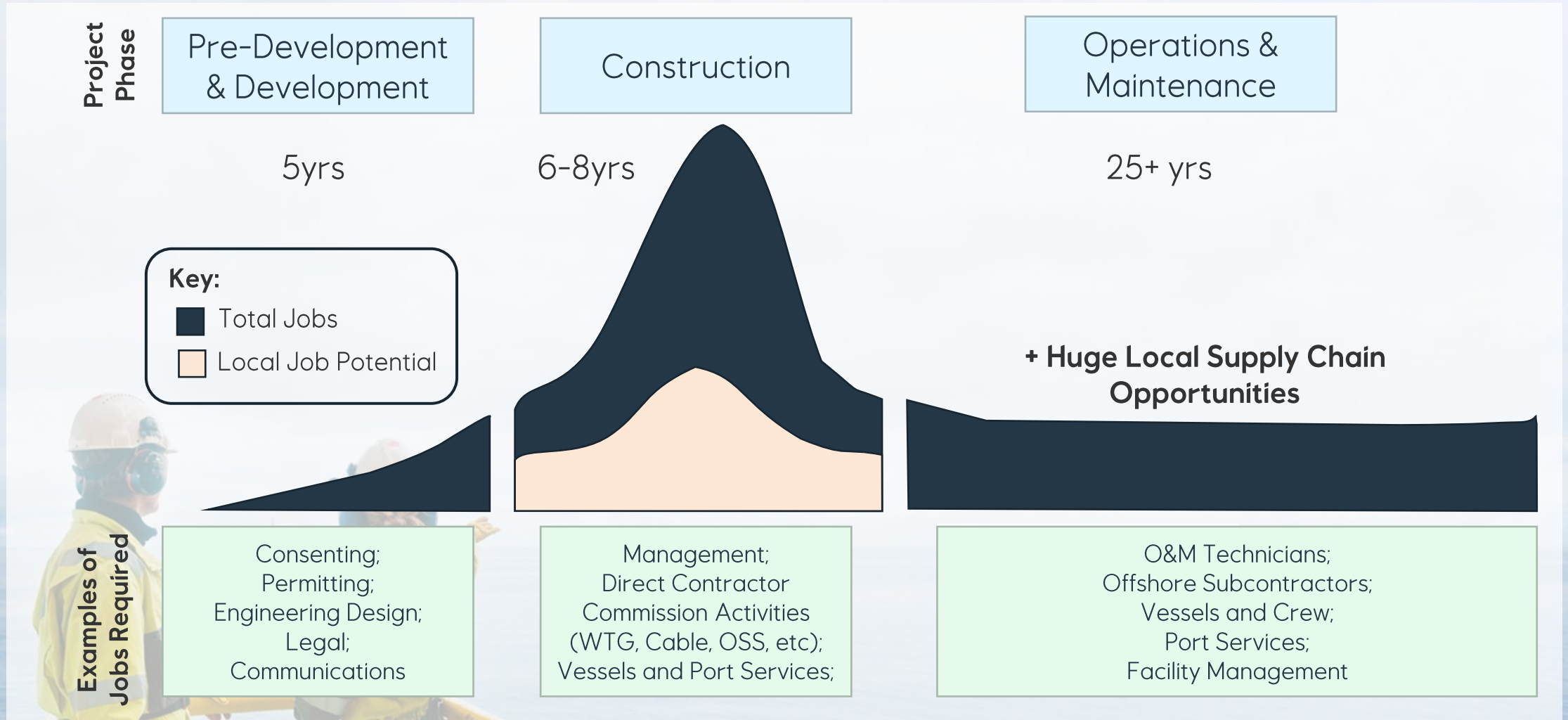
Jobs: 56,296 Direct jobs and 48,105 Indirect Jobs





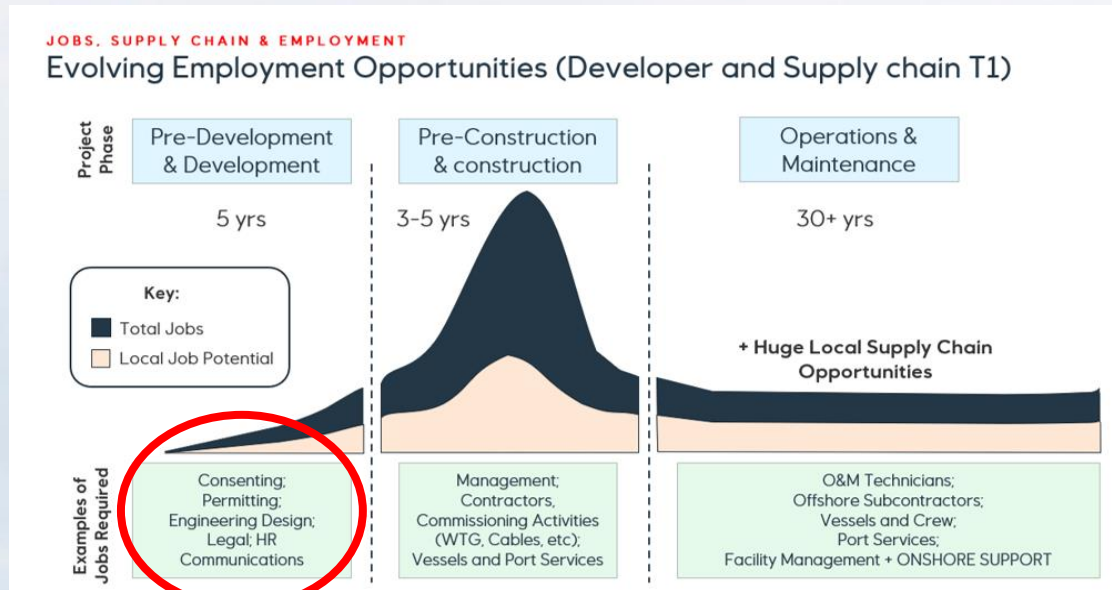
JOBS, SUPPLY CHAIN & EMPLOYMENT

Evolving Employment Opportunities





The right training programmes for what you are interested in



Offshore Wind Industry Council Home About Work News Resources

<< All Resources
Offshore wind consenting e-learning modules
 14/01/26

Offshore Wind Consenting and Environment E-Learning Modules

2026 Update

Originally launched in 2021, the Offshore Wind Consenting and Environment e-Learning Modules have been recently updated to reflect the latest consenting landscape and capture any changes to policy, legislation and regimes. The modules deliver comprehensive coverage of all key consenting areas through interactive activities and videos. Designed to build capability and understanding, they provide a strong foundation for new graduates and professionals transitioning into offshore wind consenting from other industries, making them an ideal addition to onboarding programmes. For those, already working in offshore wind consenting, themed modules also enable users to quickly access targeted topics for efficient fact-checking or knowledge refreshers.

Modules

- Module 1: Offshore wind in the UK** - An overview of the history of offshore wind and offshore wind leasing and consenting in the UK. This module will also give you a high-level overview of the key components of an offshore wind farm. **Estimated completion time: 110 minutes** [Start module >>](#)
- Module 2: offshore wind and climate change** - This module explores the role of legislation and policy in setting targets and underpinning offshore wind leasing and ultimately informing project site selection work. **Estimated completion time: 80 minutes** [Start module >>](#)
- Module 3: Key players in the UK offshore wind industry**
- Module 4: Project planning and early development**
- Module 5: Applying for and securing the main consents**
- Module 6: From consent to construction and operation**
- Module 7: Decommissioning**

Boosting offshore wind skills for environmental professions

Investigation into improving offshore wind skills and recruitment from academia
 First published September 2022
 Natural England Commissioned Report NECR045

www.gov.uk/natural-england

NATURAL ENGLAND

Higher level skills programme intro & information by OWIC/ Natural England

Offshore wind consenting e-learning modules



AND knowing where the likelihood of good jobs will be in the future is useful

Occupational profiles

Senior Authorised Person	+	High Voltage Technician	+
High Voltage Cable Engineer	+	Commissioning Engineer	+
Electrical Project Engineer	+	Control Room Engineer	+
SCADA Engineer	+	Environmental Consenting Specialist	+
Marine Ecologist	+	Wind Turbine Technician (O&M)	+
Wind Turbine Technician (Installation)	+	Wind Turbine Troubleshooter	+
Seafarer	+	QHSE Manager	+
Regulatory Advisor	+	Subsea ROV Operator	+

OWIC and EU Skills - Occupational mapping and pathways of the 16 most scarce and critical offshore wind profiles. [Occupational mapping for offshore wind](#)

Northern Endurance Partnership and Net Zero Teesside – Industry Scholarships CCS)

The scholarship is open to individuals aged 16 and above, with 141 places

- Welding
- Instrumentation
- Pipefitting
- Electrical Engineering
- Civil Operations



Do you want to become an offshore technician?

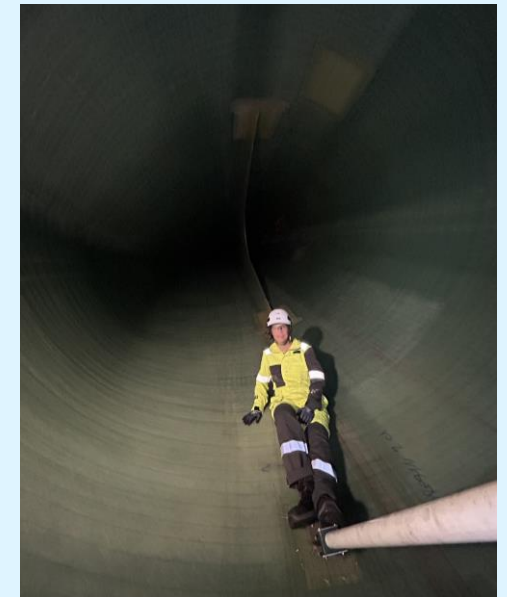
Training and Certificates

Mandatory Training

- Sea survival (GWO or BOSIET)
- GWO Transfer Training
- Working at Heights – GWO climbing & rescue
- First Aid – GWO or BOSIET
- Manual Handling – GWO
- Fire Awareness – GWO or BOSIET

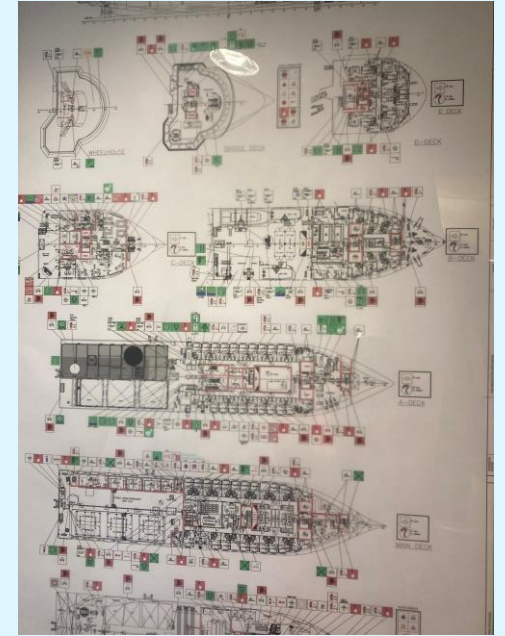
Fitness to work

- Renewable UK or OGUK Medical with Drug & alcohol screening (incl. aerobic capacity assessment)



A HOME,
TWO WEEKS AT A TIME

The Service Operations Vessel (SOV)



GREAT YARMOUTH

Greater Wash O&M Base

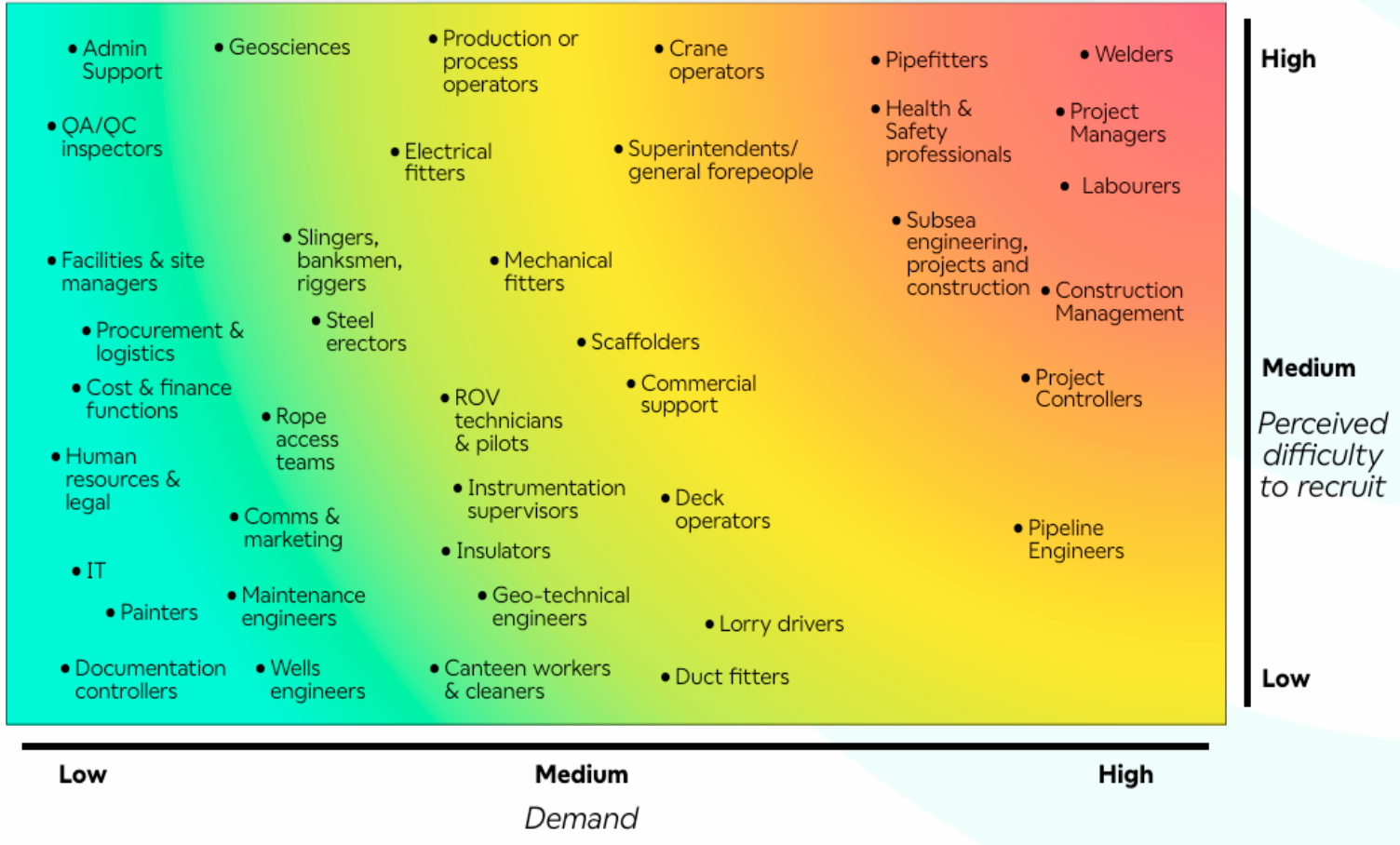
Equinor's **Global Digital and O&M Program** base, developing best-in-class digital tools and methodologies.



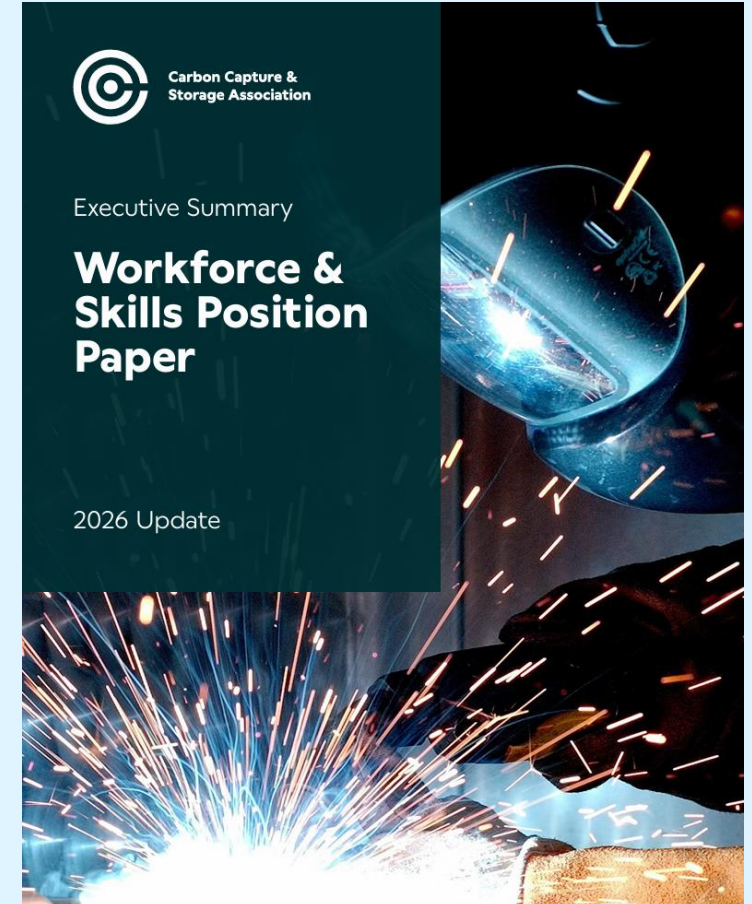


AND knowing where the likelihood of good jobs will be in the future is useful

Occupational heat mapping analysis demonstrating the perceived difficulty to recruit specific roles required by CCUS projects against the level of demand for those roles.



Skills Paper - Executive Summary



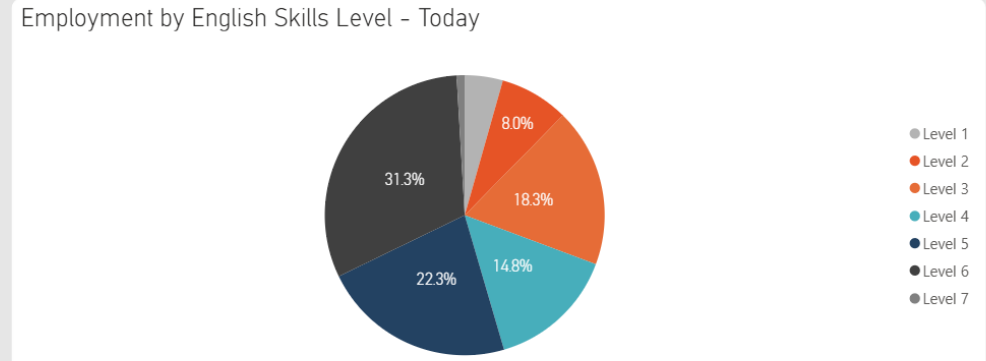
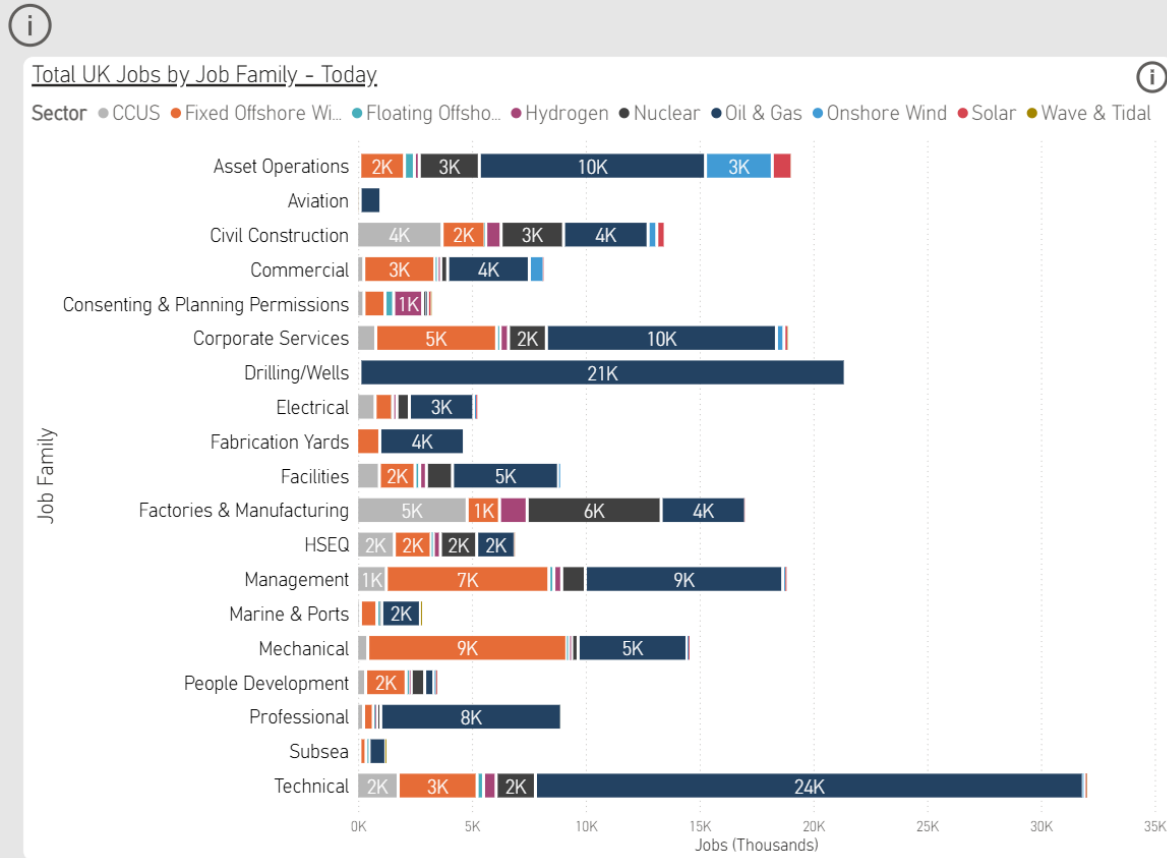
Roles Available and % interesting figures

Energy Skills Intelligence Hub (energyskillshub.co.uk)



Energy Sector Dashboard - Today

CCUS	16,124
Fixed Offshore Wind	42,035
Floating Offshore Wind	2,618
Hydrogen	5,801
Nuclear	20,524
Oil & Gas	114,545
Onshore Wind	4,894
Solar	2,067
Wave & Tidal	225



136,222
Jobs in England 2025

64,899
Jobs in Scotland 2025

1,273
Jobs in Northern Ireland 2025

6,438
Jobs in Wales 2025

- The Energy Sector at a Glance
- Dashboard - Today**
- Dashboard - 2030
- Dashboard - 2035
- Fixed Offshore Wind
- Floating Offshore Wind
- Combined Offshore Wind
- Onshore Wind
- Oil & Gas
- Nuclear
- Industrial Solar
- Wave & Tidal
- CCUS
- Hydrogen
- Present and Future Employment
- UK Location
- Scottish Breakdown
- Welsh Breakdown



Focus in on Offshore Wind (Fixed and Floating)

UK Offshore Wind Jobs

- Asset Operations
- Aviation
- Civil Construction
- Commercial
- Consenting & Planning P...
- Corporate Services
- Drilling/Wells
- Electrical
- Fabrication Yards
- Facilities
- Factories & Manufacturing
- HSEQ
- Management
- Marine & Ports
- Mechanical
- People Development
- Professional
- Subsea
- Technical

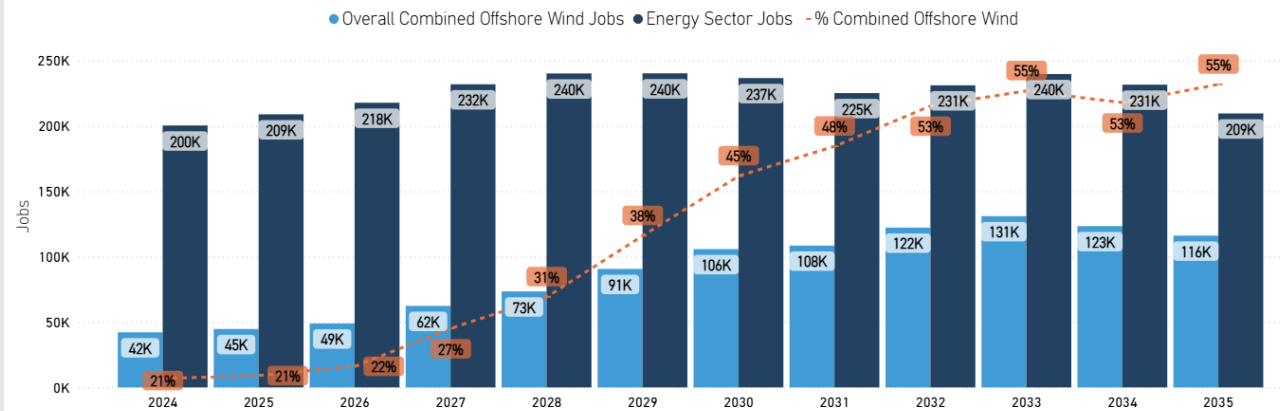
Clear all selections

Total Jobs - Today
44,654

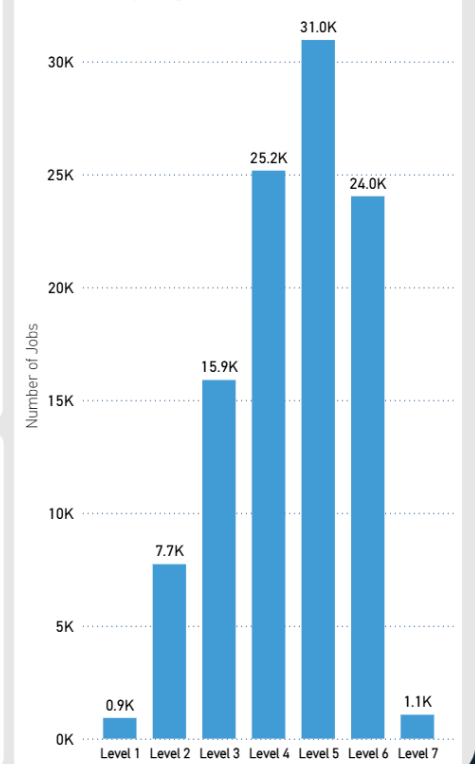
Total Jobs - 2030
105,757

Total Jobs - 2035
116,066

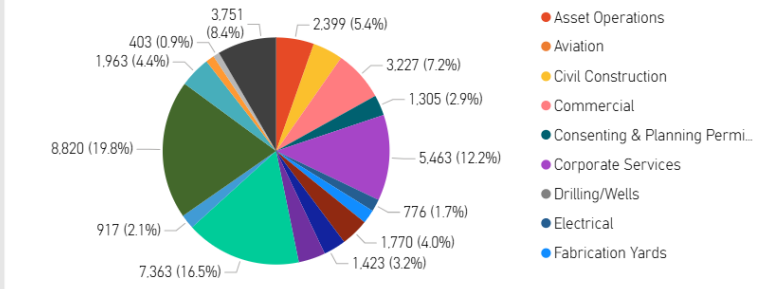
All Offshore Wind Jobs as Proportion of All Energy Sector Jobs



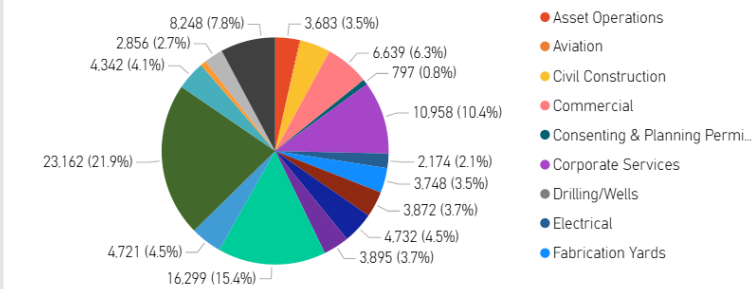
Total Jobs by English Skill Levels - 2030



Jobs in All Offshore Wind - Today



Jobs in All Offshore Wind - 2030



- The Energy Sector at a Glance
- Dashboard - Today
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Focus in on Offshore Wind by Region

SECTOR Fixed Offshore Wind
LOCATION All
YEAR 2024

Job Family: All

Job Family Sub Group: All

Total Jobs by English Skill Levels

Level	Jobs
Level 1	~500
Level 2	~2,500
Level 3	~5,000
Level 4	~9,500
Level 5	~11,500
Level 6	~10,000
Level 7	~1,000

Total Jobs by UK Region

Key

- NO JOBS
- LOW JOB DENSITY
- MEDIUM-LOW JOB DENSITY
- MEDIUM-HIGH JOB DENSITY
- HIGH JOB DENSITY

Region	Total Jobs
East Midlands	3,009
East of England	3,070
Greater London	3,809
North East England	3,003
North West England	3,492
Northern Ireland	344
Scotland	7,187
South East England	3,224
South West England	2,422
Wales	1,577
West Midlands	702
Yorkshire & The Humber	6,624



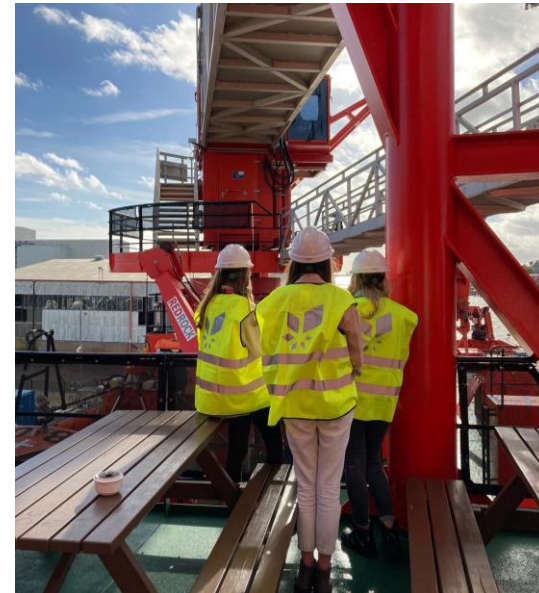
EVEN ONE WEEK HELPS
Work Experience

“We have each taken so much away that is already helping us to map out our future.”

“Amazing”

“We really appreciate the effort put into this week and will never forget it. We are looking forward to any future events!”

- Kate, Martha and Daisy



Metal Fabrication with Armultra

CLOSING OFFSHORE WIND SKILL
GAPS TOGETHER

Apprenticeship Levy Transfer

3 Level 3 Metal Fabricator
Apprentices

1 Level 4 Engineering
Manufacturing Apprentice

Each will study at East
Coast College for 42
months (Equinor will
sponsor all training)

Training in a skills gap area

- Supported by a local college
- A local, Great Yarmouth business





DOGGER BANK, 2023 INTAKE

Equinor's Apprentices

3 Apprentices, gaining:

Key career skills and recognised professional qualifications:

- L3 Maintenance Operations Engineering Technician
- L4 Engineering Foundation Degree

Various roles & skills areas, including:

- Electrical engineering,
- Warehouse logistics,
- Wind farm logistics,
- High voltage training,
- Full O&M immersion



A WIN-WIN: BUILDING SUPPORT & ADDRESSING A FUTURE SKILLS GAP

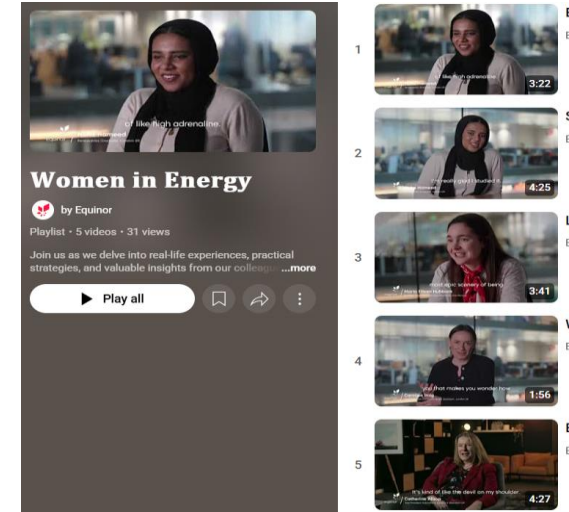
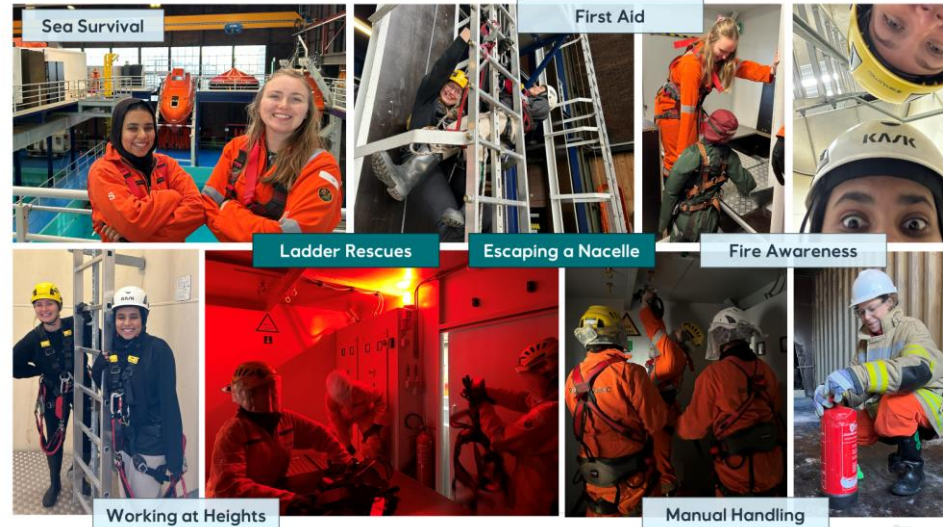
A RESEARCH PROJECT

Diversity & Inclusion in Offshore Wind

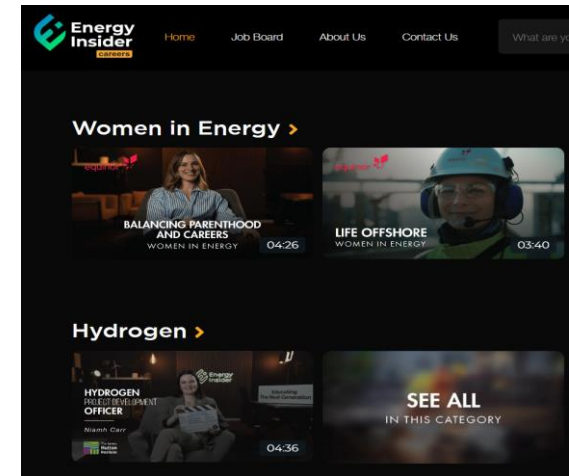
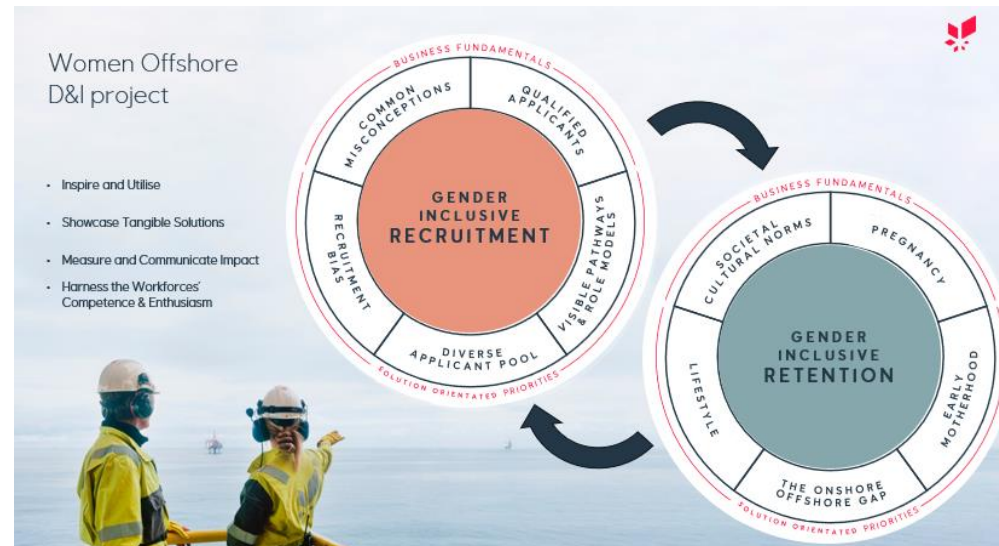
Preparing to go Offshore:

- ✓ GWO Training
- ✓ Medical
- ✓ Induction

“With the support of an excellent team, we’re now excited to start exploring how we can enhance diversity offshore”



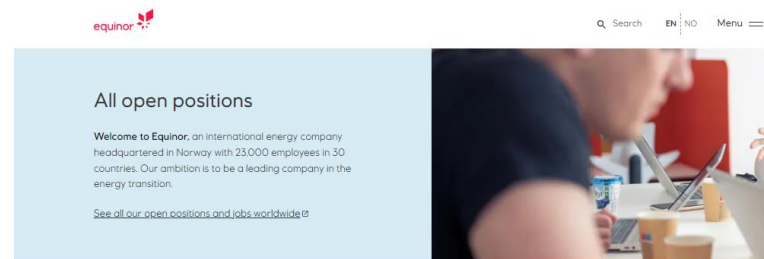
[Women in Energy - YouTube](#)



[Energy Insider Careers](#)

Career website links (i)

Exciting career opportunities in Equinor - Equinor



Home > Careers

Careers in Equinor

We're always on the lookout for exciting new forms of energy. Like yours.

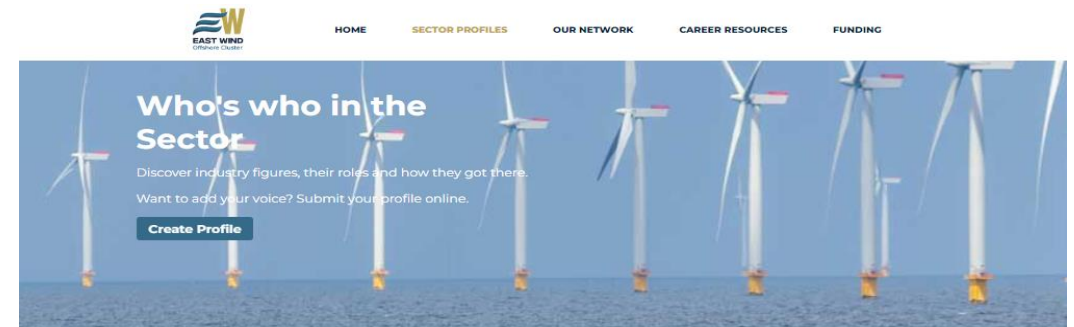
Welcome to Equinor, a company guided by values, inspired by Nordic working ethos and equality, and dedicated to diversity, equity and employee development. If you'd like to work with us, here's what you need to know.

- Experienced professionals → Equinor Graduate Programme →
- Summer internship → Opportunities for apprentices →
- Careers contact information → Frequently asked questions →

Hywind Tampen | DOF People and Project | Floating Wind Turbine Installation



Sector Profiles – EastWind (ewoc.co.uk)



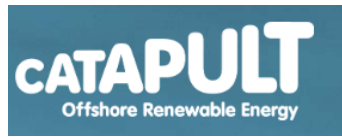
Filter By Department:



Career website links (ii)



[Tomorrow's Engineers \(tomorrowsengineers.org.uk\)](https://tomorrowsengineers.org.uk)
[all-routes-booklet_final_ccedit.pdf \(tomorrowsengineers.org.uk\)](#)



[Guide to an offshore windfarm](#)



[Home | Offshore Wind Learning](#)

[Free Trial | Offshore Wind Learning](#)



[Unifrog - The universal destinations platform.](#) And [LINK](#)



[Gain Virtual Work Experience. Earn certificates - 100% free! | Springpod](#)



[EEEGR - Be part of something bigger](#)



[Energy Insider – Educating the Next Generation of Energy Professionals](#)



[icanbea... \(Careers & Ideas in Norfolk & Suffolk\) | icanbea...](#)



[Planit : Job Profiles : Geoscientist Subsurface Scientists](#)

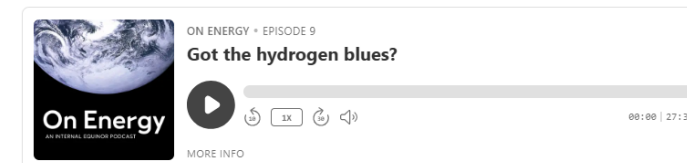
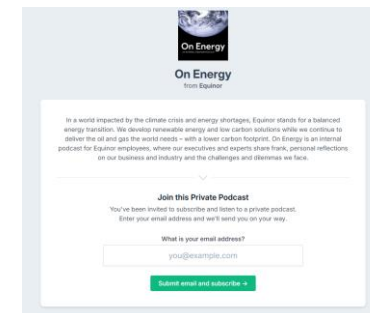
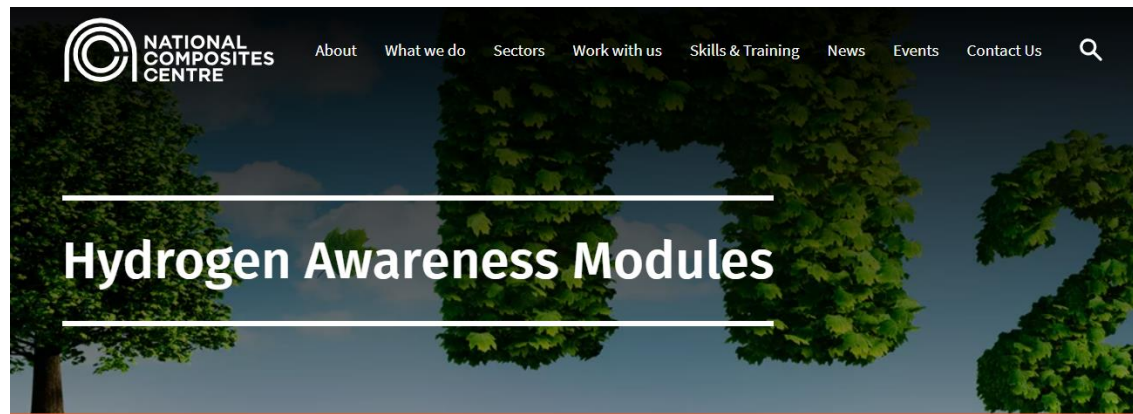


[Homepage - My Energy Future](#)



[Explore Career Pathways | Offshore Wind Training New York \(ny.gov\)](#)

Hydrogen Training Links



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- As a subscriber, you will also receive email notifications whenever we publish a new episode.

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Hydrogen can be used to generate electricity, heat our homes and businesses and power vehicles. It could make a significant difference to our carbon emissions and will be critical in achieving Net Zero.

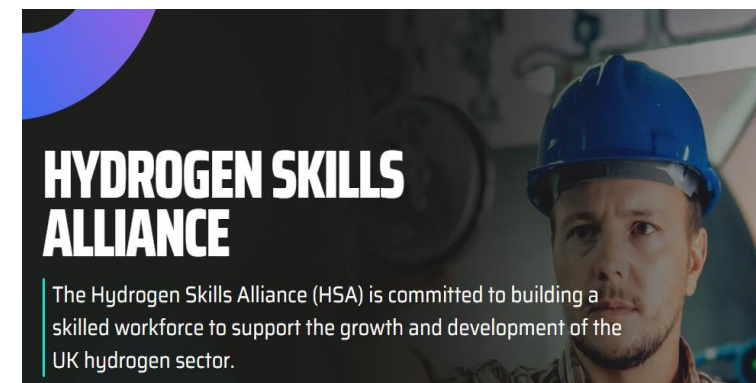
We need to ensure the UK has the right skills, at the right time and in the right place to maximise the opportunity that hydrogen presents as a key enabler for decarbonisation.

The seven centres that make up the High Value Manufacturing Catapult (HVM Catapult) have come together to create 'Hydrogen awareness: make it; move it; use it', a series of open access online modules for all manufacturing sectors.



[Access Hydrogen Awareness Modules Now →](#)

[Hydrogen Awareness Modules | National Composites Centre](#)



[Hydrogen - Cogent Skills](#)





Skills for the Future

Susan Falch-Lovesey

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