

Reskilling & the Just Transition Taskforce in Yorkshire

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Yorkshire as a Coal Region

Yorkshire was a centre of coal and steel production through 20th century

- 137 coal mines at peak // 56 deep mines by 1984
- By mid-1980s, one quarter of a million people were employed in the mining industry in the UK
- In 1980 over 125 million tonnes of coal produced p.a.
- Provided vital coking coal for steel production in South Yorkshire
 - UK steel production peaked at 2848 thousand tonnes in 1970, and reached a low of 131 thousand tonnes in 1980

Yorkshire as a Coal Region in transition

Yorkshire no longer produces coal

- Regional steel industry (key consumer of coking coal) has declined since 1970s
- Steel production in the UK has gone from a high of 23 million tonnes in 1970 to 11 million tonnes in 2015
- 9,000 people are still employed in steel industry in Yorkshire

Yorkshire as a Coal Region in transition

Yorkshire is still a huge emitter of carbon dioxide and is the biggest energy user in the UK

- 28,000 people are employed in jobs directly related to carbon intensive industries
- 100,000 further jobs are threatened by the Paris climate targets
- Home to UK's largest coal power station
 - Drax power station is in transition to low carbon fuel

The image shows the Kellingley colliery at sunset. The sky is a mix of purple, pink, and orange. In the foreground, there are dark silhouettes of industrial buildings and structures. A large, dark, rectangular structure is prominent on the left. A purple arrow-shaped graphic points from the left towards the center, containing the text.

Kellingley
colliery: the
last coal
mine

The fate of Kellingley Coal Mine & Knottingley

No consistent government policy on how to deal with closures

- Kellingley – last deep coal mine in UK, shut 2015
- Government cited state aid rules as excuse to close mine
- Government supported was limited to a two day CV drop in clinic, and signposting to training
- Many wanted to change their career but only basic skills retraining was available
- Advanced training = compulsory six month wait period
- Unskilled work or unemployment is only option

The fate of Kellingley Coal Mine & Knottingley


When a decision to close a pit is made, the process is two stage

- As many staff as possible are laid off immediately
- No transition provided for this first tranche of workers
- Skeleton staff remaining then have no flexibility to look for further work/reskilling/training in advance of pit closure date
- Opportunity to mainstream ex-miners straight into high quality green jobs totally lost

The fate of Kellingley Coal Mine & Knottingley

The impact on the community

- Sports and social welfare clubs run by volunteers are closed
- Old union agreements with mine to allow for community investment no longer stand with new employers
- Scatters workforce, community transitions to isolated groups
- Miners who moved (from Scotland, South England) to work in the last pits are isolated in particular
- But the impact isn't only felt by this generation...



Reskilling is
inter-
generational

An aerial photograph of the Ferrybridge Power Station in Knottingley, West Yorkshire. The image shows several large, grey, hyperboloid cooling towers and two tall, dark chimneys. In the foreground, a residential area with brick houses and green trees is visible. A large, semi-transparent purple arrow-shaped graphic points from the left towards the power station.

Ferrybridge Power Station

Knottingley, West
Yorkshire

Reskilling is inter-generational

Warwick estate, Knottingley (pop. 3,100) in the shadow of Ferrybridge Power Station

- Ferrybridge is currently undergoing a transition to low power carbon generation
- 500 people employed in construction
- 46 full time jobs
- No a single person in Warwick estate is employed at Ferrybridge

Reskilling is inter-generational

Warwick estate, Knottingley in the shadow of Ferrybridge Power Station

- Warwick estate is one of the most deprived communities in the UK
- Experiences incredibly **low** health, educational attainment & environmental outcomes
- Experiences very **high** rates of poverty, unemployment
- Limited community provision: school holiday club run by part time staff & kitchen sponsored by local supermarket
- Opportunities for pathways to high quality, high skilled jobs are non existent

The Coalfields regeneration trust

Established in 1999 to support economic development in former coal mining areas

- Focused on economic regeneration of small towns and communities via small industrial and retail units.
- Initially received £10 million a year to provide grants to businesses & community organisations
- Change of government in 2010 saw huge cut in funding: one final payment of £3 million
- Transition from grants to loan system with much reduced budget. Needed to generate income from communities they were trying, to help to stay afloat

The Coalfields regeneration trust

Their work is incredibly beneficial **BUT impact is reduced** by:

- Changes of government policy
- Inconsistent funding

Reskilling & learning through unions

Unions have played long role in reskilling mining communities in Yorkshire

- **Castleford Community Learning Centre** – via Unionlearn funding (the TUC's government funded adult education arm)
- Est 28 years ago in former mining town
- Has supported over 50,000 learners in transitioning & reskilling, via:
 - Literacy & numeracy, and other accredited skills courses via local college
 - Pathways to employment through job interview prep, CV writing etc
 - Development with advanced training

The transition to low carbon economy – as it stands..

There are not enough green jobs or enough businesses investing in green economy

- New Siemens wind turbine factory in Hull: 1,000 applications were received for 14 jobs
- Many workers transitioning from carbon intensive industries (redundant miners), face little choice but to apply for unskilled warehouse and driving jobs



We are a
region in
transition...
but without a
plan!

*Note: the size of the bubble
reflective of the scale of the*

The Just Transition Task force

We face a climate emergency. Piecemeal, uncoordinated action isn't enough

- If there was ever a testbed for modern industrial strategy fit for the future, it's in the Yorkshire and Humber region. This is a region in transition but without a plan.
- Our region has probably the highest concentration of the UK's foundation industries and coal and gas power stations in the UK. This includes major power plants like Drax, as well as steel, cement and chemical works, glass manufacturers, and heavy energy users in brewing and food manufacture.
- No UK region has a bigger carbon footprint than this, because of the energy these industries either supply or use

The Just Transition Task force

What we need

- We need to organise from the workplace upwards, to work locally and regionally.
- The closer the consultation between the unions, employees and management the more likely we are to make progress – protecting and growing skilled, good paying, union jobs.
- For the consultation agenda with management, consider including an item on the company's plans to save energy, cut carbon emissions, and invest in new low carbon processes and technologies.

The Just Transition Task force

What we need

- We need to look to industry and business support groups like the Local Enterprise Partnerships, because of the likely investment, new processes and low carbon technologies involved.
- Some of the new technologies will only come about through shared solutions - carbon capture and storage technology for heavy industry, heat networks that can share waste heat within industrial clusters.
- Yorkshire & the Humber Regional TUC will offer an environmental training programme and stewards' briefings. We are participating in the ETUC Just Transition project to learn from trade union and industry experience across Europe and beyond.

The Just Transition Task force

We face a climate emergency. Piecemeal, uncoordinated action isn't enough

- The regional Trades Union Congress, set up a task force to campaign for a just transition of our main industrial base which was under threat
- Joining with local business associations, local government, the Greener Jobs Alliance, Friends of the Earth, the Yorkshire Universities, the LSE, and a number of employers we set up the task force to start building a programme of training and renewal of our existing industry
- Purpose of the task force is to encourage change, adaptation of our foundation industries, training and re-training of workers already employed, but also new young workers in new processes, new technology

The Just Transition Task force

Membership: Industries, trade unions, LEPs, environmental campaigns like Sheffield Climate Alliance and Friends of the Earth.

Aim: engaging all the partners to build a Just Transition strategy and the resources needed to deliver it.

The Just Transition Task force

We face a climate emergency. Piecemeal, uncoordinated action isn't enough

- The taskforce will scope out major transitions in employment and map skills that will be needed for the workforce of the future
- Launched a Just Transition training programme for trade union representatives
- Identify new bargaining demands & processes for negotiating terms and conditions towards more low carbon friendly technology/business investment
- It will identify the upskilling and retraining needs of existing workers who will be affected by transition – identify/create apprenticeships and other opportunities

The Just Transition Task force

We face a climate emergency. Piecemeal, uncoordinated action isn't enough

- Will identify key finance needs for a full transition to a low carbon economy in the region, with good, high quality jobs available for all
- Will identify the role of banks and other finance sources to meet those needs

The Just Transition Task force

What are the outcomes?

- Will be the result of a leadership dialogue undertaken with leadership group of 20-25 key economic stakeholders in Yorkshire
- Series of facilitated dialogues over 12 months
- Agree mutually acceptable possibilities and priorities for investing in Just Transition in Yorkshire

The Just Transition Task force

What are the outcomes?

- Map the employment transition exposure and adaptive capacity of Yorkshire & Humbe region
- Identify key national and regional policy levers to support managed transition that maximises employment opportunities
- Identify key financial strategies and mechanisms to support upskilling workers and providing apprenticeships
- Identify how traditional sources of finance can work with other players such as crowdfunding platforms, investors, CDFIs, and public finance

The Just Transition Task force

- Role of ETUC/ITUC Just Transition project comparing former Coal Regions across EU vital to this Yorkshire Just Transition project
- 2015 report used Yorkshire as example of opportunity for industrial transition
- 2018 guide for trade unions develops this theme of how to mainstream climate action into TU bargaining



TUC Yorkshire &
the Humber