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**SSE**

# The Investment required is huge

- 1950s/60s- Power from the Glens
- Spend was equivalent of £300M/yr
- Over last 10 years 1.7GW of wind capacity
- Investment now around 5 times greater
- Ernst and Young report investment by energy utility sector of £43bn in last 4 years
- UK Govt estimate further £110bn by 2020

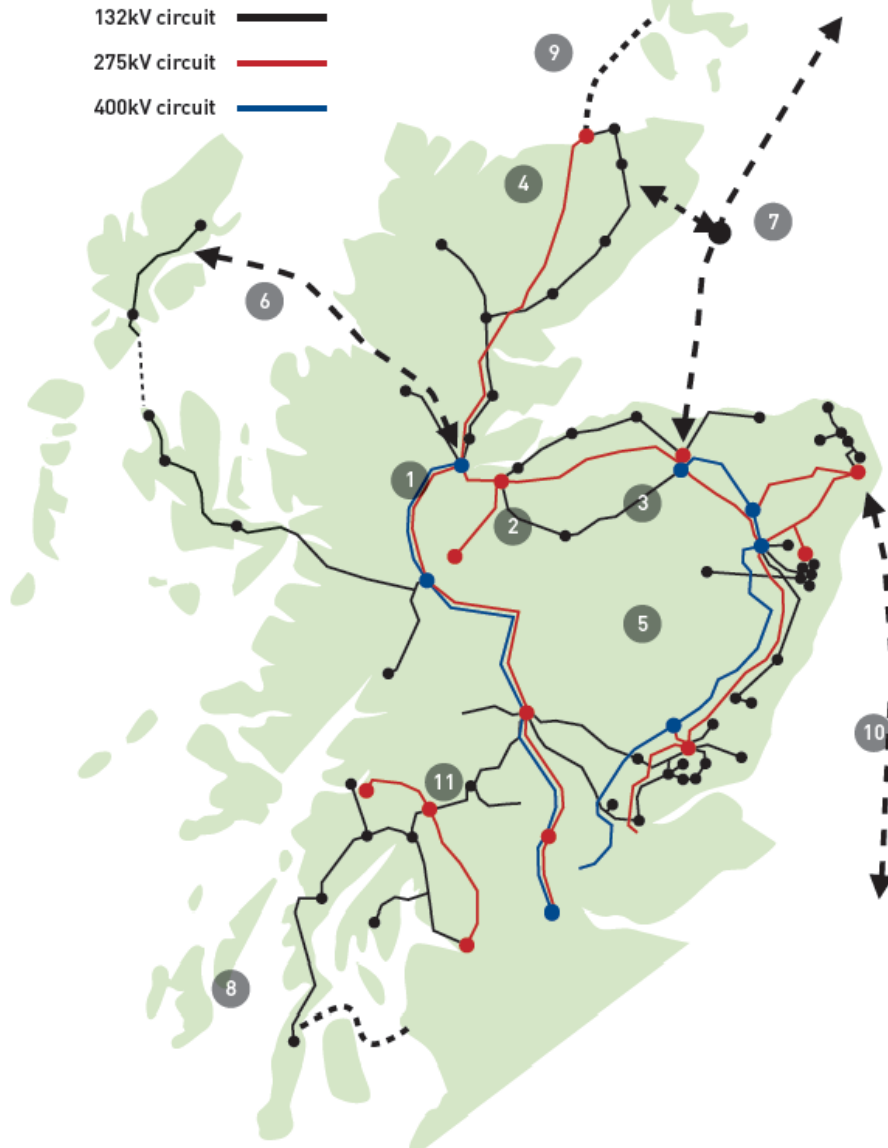


# Renewable Projects

- **In Scotland – 2GW in planning & further 7GW potential**
- **Not just wind**
  - Hydro
  - Marine – tidal and wave
  - Biomass and biogas
  - Heat Pumps
  - Solar
- **Potential for at least £2bn in Highlands and Moray alone.**



## The next 10 years will be about growing our network to accommodate renewables



1. Beaully-Denny rebuild
2. Knocknagael substation
3. Beaully-Kintore 275kV reconductor
4. Beaully-Dounreay 2<sup>nd</sup> circuit
5. East Coast 400kV reconductor
6. Western Isles Link (HVDC)
7. Caithness-Moray-Shetland & Hub
8. Kintyre-Hunterston subsea link
9. Orkney reinforcement
10. East Coast HVDC Link
11. Inverarnan

Plus other local reinforcements

## Other projects are many and varied

- **Smart Metering**
- **Smart Grids**
- **Energy Efficiency**
- **Low carbon transport**
- **Smaller scale and community energy**



# Local Employment

- 2000 staff and contractors in Highlands and Moray
- Commitment to use local contractors and services where possible and available - Highland Portal created
- Macrahanish
- Beauly – Denny – 500,000 bed nights!
- Examining tender offer commitment to employ people from the local community that have been trained from local colleges
- New development = new jobs
- Committed to giving local people jobs

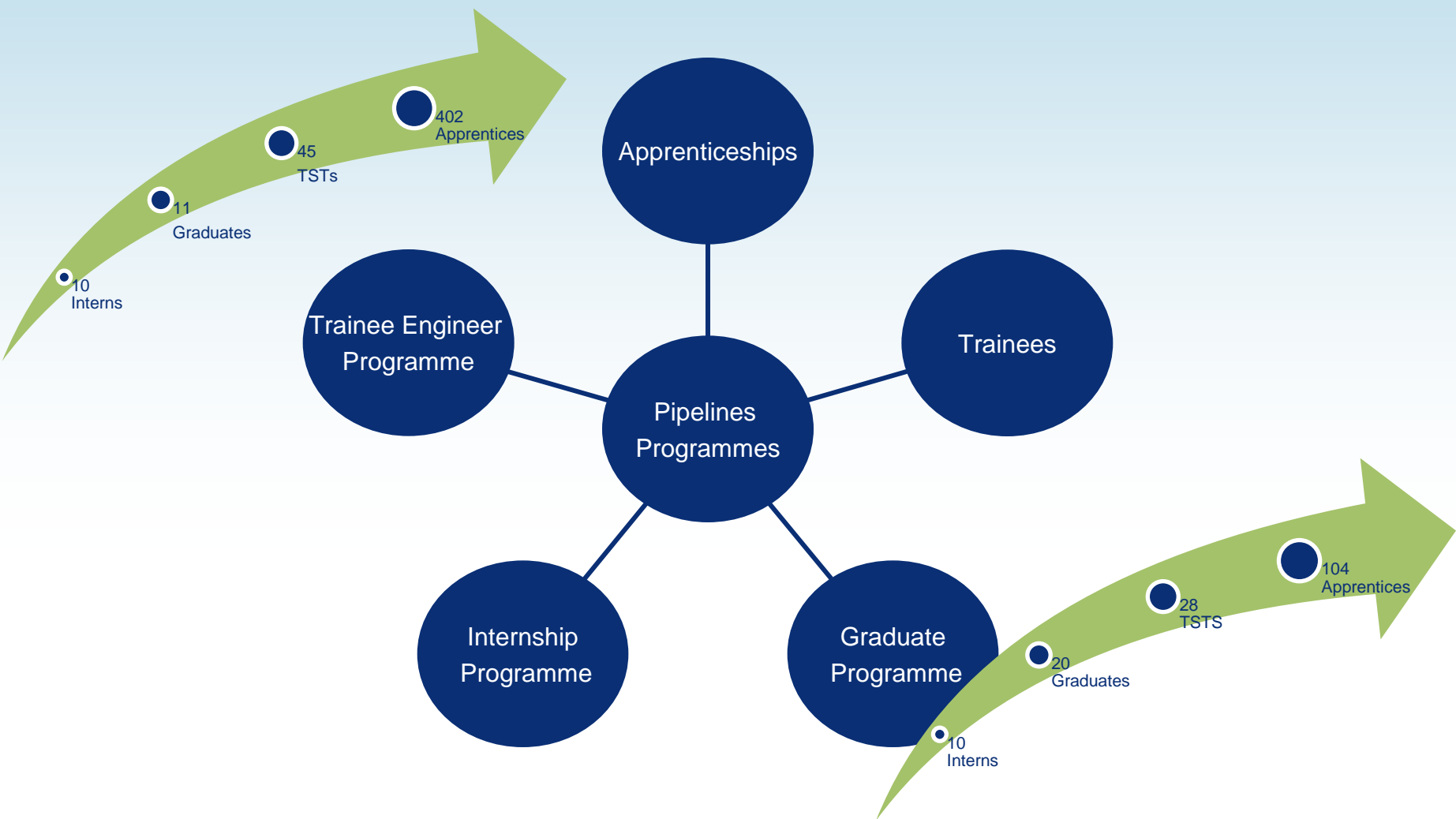


# Overview of skills issues

- Energy sector as a whole reporting skills shortages
- Around 50,000 technically skilled staff who operate and maintain power stations and networks
- Up to 46% of engineering and technical staff set to retire over the next 10-15 years
- Can be long lead times
- A lack of potential engineers / skilled craftsman coming through from schools / Universities
- Skills needed are many and varied
  - Ground works
  - Electricians
  - Project managers
  - System engineers
  - Technicians



- Recruited over 800 people into these programmes.
- Invested £65 million pounds in our pipelines since 2007.



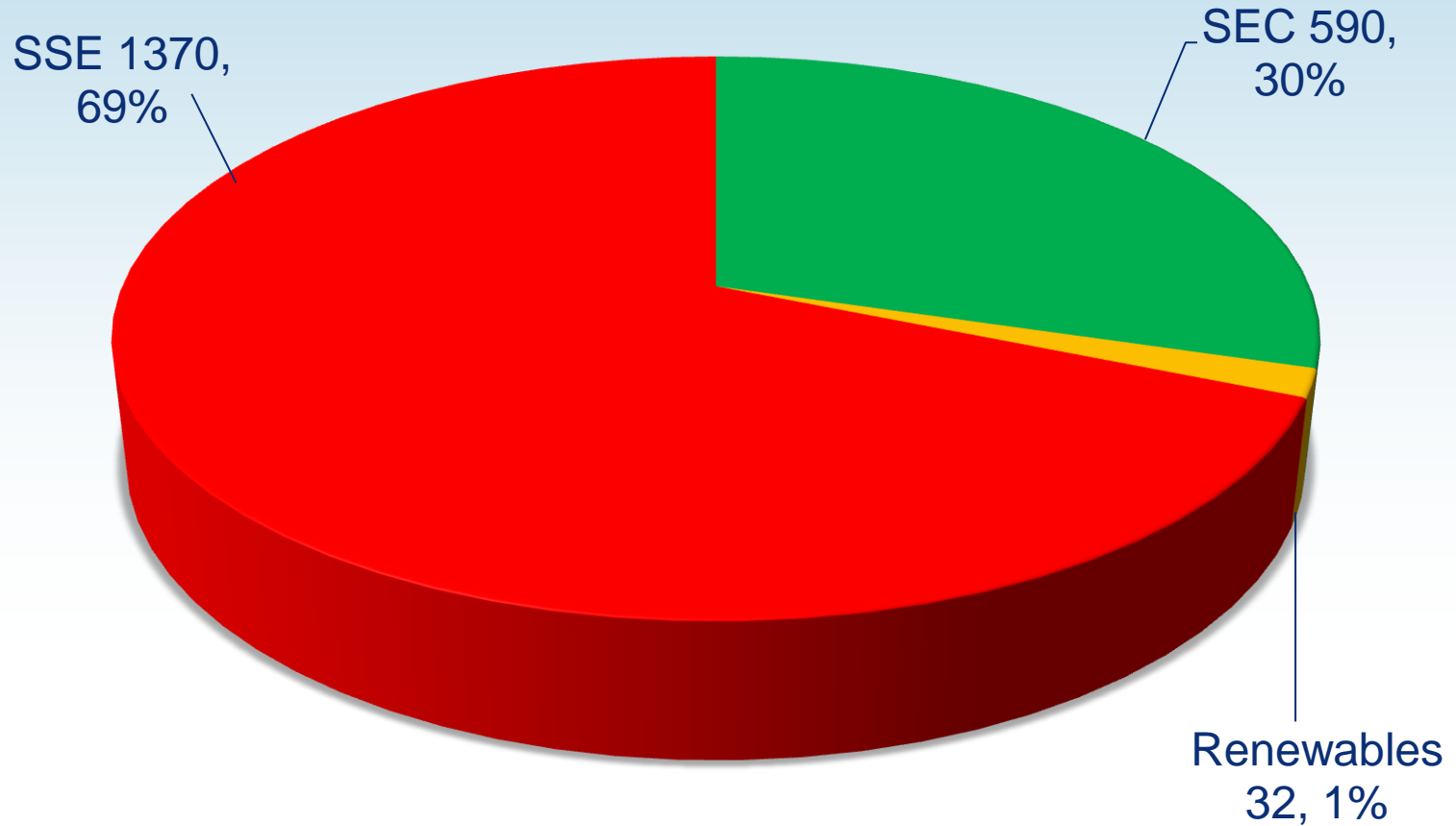


# SSE – What are we doing?

- Partnership with UHI and other HE / FE institutions
- Engaging with schools – BtE
- Active involvement in STEM network
- Engaged with curriculum for excellence to produce feeder qualifications for jobs in customer service and engineering apprenticeships
- Working with Barnardos to support those in most challenging circumstances
- Working with the supply chain



# SSE employment of 16 – 24 year olds



# Questions?

