



Carbon Capture &  
Storage Association

# CCUS Skills

A collection of workforce  
& skills development  
stories from the CCUS  
community

April 2026





# Foreword

The UK's Carbon Capture, Utilisation and Storage (CCUS) sector is at a pivotal moment.

Since the publication of the CCSA Workforce and Skills Position Paper in July 2023, the sector has made decisive progress, with the first full value chain carbon capture and storage projects entering construction, and a substantial pipeline of follow-on projects ready to scale. This momentum has been recognised in the Government's Modern Industrial Strategy and is already unlocking significant private investment, creating new jobs, safeguarding vital industries, and strengthening domestic supply chains. In addition, major analyses, including the Government's Carbon Budget and Growth Delivery Plan and the Climate Change Committee's Seventh Carbon Budget, continue to make clear that there is no credible route to net zero without CCUS.

As projects move into construction, attention must shift to delivering them on time and on budget. One critical factor enabling this, is workforce availability – ensuring the right skills are in place from initial project design through to construction and eventual operation.

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*"The UK has the expertise, industrial base, and project pipeline to build a world-leading CCUS sector."*

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CCUS presents a major opportunity to create regional centres of expertise and long-term careers in skills vital to the UK's future. Moreover, many of the skills required by CCUS are highly transferable to other sectors of the UK economy, including major infrastructure delivery across energy, transport and health. Failure to develop the CCUS workforce therefore carries the risk of wider delays to the energy transition and continued UK economic growth.



**Olivia Powis**  
CEO of the CCSA

The UK has the expertise, industrial base, and project pipeline to build a world-leading CCUS sector. The opportunity is significant but time limited. By working in partnership, industry, government, skills bodies and unions can ensure the UK meets its net zero ambitions while strengthening long-term prosperity.

The CCSA and its membership look forward to continuing to work with key stakeholders and government to support further progress in developing the CCUS workforce and skills pipeline.

We asked CCSA members, from across the CCUS community, to detail how they are managing challenges in the skills pipeline, or putting in place measures to develop the UK workforce.

Showcasing these initiatives widely is essential to inform future project planning and support best practice across the sector.

The CCSA extends its gratitude to the contributors for their time and valuable insights that form the basis of this report.

**Olivia Powis**  
CEO of the CCSA



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# Coalition Case Studies

**Tees Valley Combined Authority, Net Zero Teesside Power, Northern Endurance Partnership (bp, Equinor, TotalEnergies)**



Net Zero Teesside



Northern Endurance Partnership



Net Zero Industry Scholarship

## Tees Valley Net Zero Industry Scholarships



Scholarships



Coalitions

The [Tees Valley Net Zero Industry Scholarship programme](#) is funded by [Net Zero Teesside Power](#) and the [Northern Endurance Partnership](#), including joint venture shareholders [bp](#), [Equinor](#), and [TotalEnergies](#), with additional support from EPC contractor Technip Energies and construction subcontractor Balfour Beatty.

This £1 million programme offers 142 scholarships to people aged 16 and over who are seeking to enter the clean energy sector. Scholarship recipients receive £100 per week during term time to support living costs and undertake up to two years of training in a range of technical disciplines including welding, instrumentation, pipefitting, electrical engineering, and civil operations<sup>1</sup>.

Tees Valley Net Zero Industry Scholarships



*"142 scholarships to people aged 16 and over"*

The programme's design and delivery are coordinated through the Tees Valley Regional Skills Consortium. This collaborative partnership brings together the project, the [Tees Valley Combined Authority](#) (including the [Teesworks Skills Academy](#)), employers, ECITB, ECIA and regional training providers. Delivery partners include the Education Training Collective (Etc.), incorporating [Redcar & Cleveland College](#) and [NETA Training, Middlesbrough College](#), TTE, Northern Skills, [Hartlepool College of Further Education](#), and [Darlington College](#).

An enrichment and evaluation programme is embedded within the initiative to ensure optimum outcomes in terms of qualifications, skills development, and long-term employment opportunities for scholarship recipients.

<sup>1</sup> Tees Valley Combined Authority (2025): Net Zero Scholarship Underway as First Trainees Begin Programme. [Link](#)



Phillips 66 Limited,  
Harbour Energy,  
Uniper, Associated  
British Ports, VPI,  
Drax



VPI

drax

uni  
per



ASSOCIATED  
BRITISH PORTS

## Investment into CATCH UK – A Sustainable and Collaborative Skills Development



[CATCH UK](#) is training the next generation of apprentices including those studying to be welders, pipe fitters, mechanical fitters, and process operators – among other disciplines. CATCH aims to provide opportunities specifically to young people, women, ex-offenders, STEM returners, ethnic minorities, and disabled people.

In recognition of the significant skills demand for construction projects including CCUS, [Harbour Energy](#), [Phillips 66](#), and [VPI](#) have part funded CATCH's expansion which aims to increase apprentice output 10-fold by 2030 – with apprentice training places expected to rise from 100 to 1,000 per year<sup>2</sup>. The goal is to create a world-leading apprentice training base in the Humber and CCUS projects like Viking CCS are helping to make this a reality.

Additional investment and industrial leadership for the development came from CCSA members [Uniper](#), [Associated British Ports](#), and [Drax](#), alongside further investment from [Air Products](#) and through the [Humber Freeport](#) and the [ECITB Regional Skills Hub fund](#).



Apprenticeships



Diversity &  
Inclusion



Facilities  
Investment



Coalitions



CATCH National Training Centre Expansion



## HyNet Alliance

The [HyNet Alliance](#) consists of active businesses in North West and North Wales playing key roles in the success of HyNet including: infrastructure development, hydrogen production, hydrogen usage and capturing carbon emissions.

# HyNet

## Xplore! Primary School Workshop

In early 2025, the [HyNet Alliance](#) partnered with [Xplore! Science Discovery Centre](#) in Wrexham to develop a workshop for primary school pupils, aiming to excite them about engineering's potential to protect the environment.

The workshop, developed by [Progressive Energy](#) with input from leading companies within the [HyNet North West cluster](#) – [Storengy](#), and [Cadent Gas](#) and [Uniper](#) – has been delivered to 500 pupils across North Wales and the North West.

Pupils learn about hydrogen and carbon capture at a high level, before having the chance to build their own HyNet network. They must work together to find the shortest viable route between sites, as every section of pipe has a cost, but the environmental impact must be minimised. Science, geography and maths are key subjects the workshop can be linked to.



School & College Engagement



Coalitions



Xplore! primary school workshop

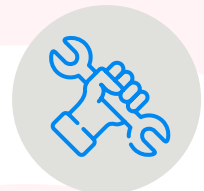
## Careers Campaign

Working with [HyNet Alliance](#) and [CCSA members](#), a [series of videos](#) have been produced featuring young employees working at sites at the front of carbon capture deployment, aiming to attract the next generation to the sector. In six short videos, apprentices and graduates from a range of backgrounds outline their stories, and why they gain satisfaction from being part of the energy transition.

The videos feature staff at [Heidelberg Material's Padeswood Cement Works](#), where construction of HyNet's first capture plant is set to start shortly, [EET's Stanlow Manufacturing Complex](#), which is turning into a centre of low-carbon hydrogen, and [Uniper's Connah's Quay site](#). They have been promoted on social media, being viewed 330,000 times, directing viewers towards the HyNet careers website and a series of careers fairs running in parallel.



University Engagement



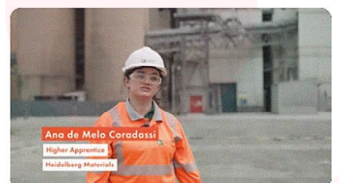
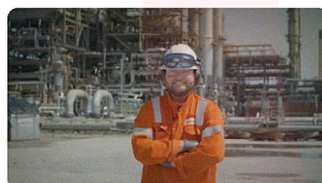
Apprenticeships



Transitioning Workforces



Coalitions





## Careers Guide & Careers Fairs

**HyNet Alliance** members [Essar Energy Transition](#), [Progressive Energy](#), [Encirc](#) and [Storengy](#) have been present at 15 careers fairs across the second half of 2025, which have seen more than 7,500 students and members of the public attend. The fairs have ranged from schools close to Ellesmere Port, to the University of Wrexham in the west, to Manchester University in the east. Cheshire & Warrington, home to multiple HyNet projects and supply chain employers, has been a particular focus, hosting a vibrant programme of events arranged by [The Pledge](#), a local careers organisation.

At the fairs, the latest version of [HyNet's Capture Your Potential careers guide](#) has been distributed following its launch in 2024. For 2025, it has been expanded to highlight the region's leading colleges, independent training providers and universities, all supplying the skilled workforce needed for the build-out of HyNet and the subsequent operational phase.

HyNet has helped to introduce students to the project and provide careers guidance on both vocational and academic routes, steering them towards leading energy transition companies across the developer and supply-chain landscape, including large organisations and local SMEs.

The fairs also provide an opportunity to discuss students' career ambitions and to explain how they could find roles suited to their strengths within the ecosystem of clients, supply-chain partners and supporting organisations working together to deliver HyNet.



**University Engagement**



**Coalitions**



HyNet at university careers fair

*"present at 15 careers fairs across the second half of 2025, which have seen more than 7,500 students and members of the public attend"*





# CCSA Member Case Studies

bp

bp is a partner company of [Northern Endurance Partnership](#) – the T&S Operator for the [East Coast Cluster](#) – alongside [Equinor](#) and [TotalEnergies](#), and also [Net Zero Teesside Power](#) with Equinor. Both projects reached financial close in December 2024 and have now moved into execution phase<sup>3</sup>.



## Redcar & Cleveland College Clean Energy Technician Scholarship

First launched in 2023, the bp-backed [Redcar & Cleveland College Clean Energy Technician Scholarship programme](#) is helping to support Teesside’s workforce transition, including developing a CCUS-ready skills pipeline in the region. Delivered through the College’s [Clean Energy Education Hub](#) and the wider [Education Training Collective \(Etc.\)](#), and co-designed with bp, the two-year programme has provided dozens of 16-18-year-old school leavers with industry-aligned training for future careers in carbon capture and low-carbon energy industries.

The scholarship offers a strong national model for addressing the skills gap between education and employment. Scholars benefit from access to cutting-edge facilities, hands-on technical training, and weekly payments that encourage continuing participation. Additionally, the programme is helping to address the wider gender imbalance within the sector with female scholars making up 50% of the latest cohort to join the programme<sup>4</sup>.

Recognised by Ofsted<sup>5</sup> as a best-practice example of regional skills development, the scholarship has helped shape the development of the £1m [Tees Valley Net Zero Industry Scholarship](#), being supported by [Net Zero Teesside Power](#) and the [Northern Endurance Partnership](#).



Scholarships



Coalitions



Redcar & Cleveland College bp scholars

3 CCSA (2024): Carbon capture in Teesside reaches another milestone in journey towards deployment. [Link](#)

4 bp (2023): bp helps build a talent pipeline with 20 scholarships for school leavers. [Link](#)

5 Ofsted (n.d.): Inspection of The Education Training Collective. [Link](#)



**Diversity & Inclusion**

### bp’s Diversity and Inclusion Approach

At bp, fostering an inclusive culture with an employee workforce reflecting the communities where we work is key. In 2022 bp UK launched a refreshed strategy to drive D&I ambitions seeking to improve gender and ethnic minority representation in the workforce.

Focused action, including providing accurate data to identify gaps and monitoring progress, building collective accountability across the organisation, and introducing talent processes and programmes which aim to ensure fair opportunity, has been important to achieve this.

For example, bp UK’s ‘Hiring Inclusively’ offer uses market availability data to test how effectively employees are attracting representative candidates at each stage of the process and adjusting attraction strategies accordingly.

Senior sponsorship is central to bp’s efforts, with Louise Kingham (SVP Europe and UK Head of Country) sponsoring bp’s UK ambitions, chairing their D&I council, and championing D&I across the sector. Since 2022, bp UK has seen a steady increase in female representation at senior leadership level (from 30.8% to 32.0%), and UK minority representation at senior and group leadership level (from 14.2% to 17.4%).

*"Since 2022, bp UK has seen a steady increase in female representation at senior leadership level (from 30.8% to 32.0%), and UK minority representation at senior and group leadership level (from 14.2% to 17.4%)"*



**Apprenticeships**

### Apprenticeship Levy Gifting

Over the past two years (1 January 2024 – 31 December 2025), bp’s programme of apprenticeship levy gifting has helped build skills of relevance to CCUS. This has included supporting over 70 apprenticeships in areas such as engineering, sustainability, and data. In total, almost £400,000 has been gifted to developing skills relevant to CCUS since 2024, demonstrating bp’s commitment to creating a workforce equipped for the energy transition.



## EET Fuels

Essar Energy Transition (EET) Fuels are developing their [Industrial Carbon Capture project at Stanlow Refinery](#) which will contribute to a reduction of ~1 MtCO<sub>2</sub> per annum by 2029<sup>6</sup>.

The project will connect to the [HyNet North West cluster](#) – with EET Fuels being a member of the [HyNet Alliance](#). The carbon capture project is currently classified as a ‘Standby’ project on the UK Government’s Hynet expansion project negotiation<sup>7</sup>. Negotiations will begin to reach a Final Investment Decision when capacity in the HyNet North West cluster becomes available.



### University Engagement

#### University Student Career Events

EET has recently attended university careers events across the UK, engaging with students on career opportunities within CCUS and the wider energy transition.

EET recently visited a [university careers fair at the University of Birmingham](#) – with a particular focus on those studying engineering.

The engagement was part of a campaign over the period of a few weeks where EET colleagues and graduates attended 10 university careers events, engaging with more than 2,000 students from a wide range of degree disciplines.

EET used these events as an opportunity to showcase their role in driving the North West energy transition, while also highlighting the available opportunities through their Graduate Scheme.

#### EET Graduate Programme

EET also runs a graduate programme, enabling recent university graduates to gain early-career experience in roles critical to the energy transition, including roles related to CCUS.

Recent successes include [17 new graduates joining EET in November 2025](#), which covered roles across refinery and non-refinery disciplines.

A [promotional video](#) has also been produced in collaboration with the [HyNet North West cluster](#), spotlighting a recent graduate from the EET graduate programme. The video illustrates how early-career roles contributing towards decarbonisation help to develop both specialised and transferable skills for the future workforce.

*"17 new graduates joining EET in November 2025"*



**Transitioning Workforces**



**Fair Good Work**

## Redefined Showcases

The [EET Fuels redefined showcase series](#) is a content series highlighting the work of employees across EET Fuels and how their roles have transitioned to help deliver the UK's first low carbon refinery. The redefined showcases help to highlight the work that they are doing to deliver the low-carbon fuels communities need currently and in the future.

[Further social media promotion](#) reflects on the impact across 2025 of EET Fuel's work in redefining jobs for the energy transition – this includes initiatives to embed a safety culture and recognition through industry awards.





## Encyclis

Encyclis recently reached financial close in September 2025 on their [Protos Energy Recovery Facility](#) in Cheshire.

The facility will capture around 370,000 tonnes of CO<sub>2</sub> per year and is on track to be operational by mid-2029<sup>8</sup>. The project will connect to the [HyNet North West cluster](#) – with Encyclis being a member of the [HyNet Alliance](#).



## Apprenticeship Programme at Protos

Once operational, the energy recovery facility and adjoining carbon capture plant will create around 300 jobs during construction and 80 permanent, skilled jobs thereafter<sup>9</sup>.

Encyclis recently launched an apprenticeship programme which has welcomed six young people into the Encyclis team. They are currently engaged in full-time study at a local college to prepare them to start work. The recruitment of apprentices is central to the Encyclis ambition to create career opportunities and develop skills for the UK's green industrial future.

Encyclis plan to arrange for apprentices and workers from other projects within the HyNet North West cluster to maximise the opportunity to engage.



### Apprenticeships

*"The plant will create 300 jobs during construction and 80 permanent, skilled jobs thereafter"*



Protos Energy Recovery Facility

<sup>8</sup> Encyclis (2025): Encyclis and UK Government sign landmark agreement on UK's first full-scale carbon capture project for Energy-from-Waste. [Link](#)

<sup>9</sup> Protos ERF (n.d): Community. [Link](#)



## Equinor

Equinor is a partner company of the [Northern Endurance Partnership](#) – the T&S Operator for the [East Coast Cluster](#) – alongside [bp](#) and [TotalEnergies](#), but also [Net Zero Teesside Power](#) with bp. Both projects reached financial close in December 2024 and have now moved into execution phase<sup>10</sup>.

Equinor is also involved in a suite of other projects across the UK including: [H2H Saltend](#), [Aldbrough Hydrogen Storage](#), [Keadby Next Generation Power station](#), [H2H Easington](#), and the [Humber Hydrogen Pipeline project](#), in addition to [Peterhead Carbon Capture Power Station](#).



Coalitions

## Early-Stage Engagement and Community Partnership Approach

Equinor is engaged with early project (light touch) development phase partnerships linked to building relationships, responding to host community context and sharing project information pre-FID (e.g., Humber/ North Lincolnshire student sustainability challenge and collaborations with [CATCH](#)).



University Engagement



Apprenticeships

## Global Graduate and Summer Intern Programmes

Through graduate and summer intern programmes, [Equinor](#) aim to provide distinct and exceptional international opportunities and collaborations.



Equinor off shore in the North Sea



## Holcim

Holcim is planning to decarbonise their [Cauldon Cement plant](#) operations by implementing CCS technology as part of their ambition to achieve net zero across operations by 2050<sup>11</sup>.



The project is in partnership with the [Peak Cluster](#), which will prevent over 3 MtCO<sub>2</sub> from entering the atmosphere each year<sup>12</sup>. The cluster recently received a £28.6 million equity investment from the National Wealth Fund<sup>13</sup>.

## Just Transition at Holcim

Through their ['Just Transition At Holcim' plan](#), Holcim commit to support company-wide initiatives such as comprehensive training, reskilling and upskilling opportunities, redeployment options and fair compensation packages<sup>14</sup>.

Initiatives that are currently in practice at Holcim include:

- ☉ Plants of Tomorrow - Holcim are future-proofing cement manufacturing operations through the 'Plants of Tomorrow' initiative to ensure safety, sustainability and performance.
- ☉ Upskilling the talents of tomorrow – The Holcim Cement Industrial Academy offers development and upskilling opportunities to every person working in Holcim’s cement plants.
- ☉ Holcim Business School – Every year, senior leaders come together for a module on leading green growth, including the transition to it, taught by external experts and the Holcim CEO.
- ☉ Early-Career Leadership Programme – This six-month leadership program enables early-career leaders to gain experience, improve their business skills, increase their exposure to senior management, build their global network and grow as leaders.
- ☉ Functional academies and technical programmes – Holcim’s functional academies and technical programs address a variety of subject matters aiming to upskill and educate our experts operating across Holcim’s entire range of activities.



**Transitioning Workforces**



**Diversity & Inclusion**



**Fair Good Work**



**Facilities Investment**

- ☉ Open and transparent dialogue with union representatives – Holcim maintains regular engagement with employees, including six annual meetings with the European Works Council, providing a structured forum to address employee concerns and promote open dialogue.
- ☉ Diversity, equity and inclusion: gender equality initiatives – In 2023 and 2024, Holcim set a special focus on gender diversity, building the basis for a long-term strategic focus to be the best workplace. In that capacity, Holcim have launched several targeted initiatives aimed at fostering gender diversity and promoting female empowerment across all levels of the company.

<sup>11</sup> Holcim (n.d.): Holcim is committed to decarbonising building for a net-zero future. [Link](#)

<sup>12</sup> Peak Cluster (n.d.): Home. [Link](#)

<sup>13</sup> National Wealth Fund (2025): National Wealth Fund invests in Peak Cluster to secure a resilient future for cement and lime manufacturing in the UK. [Link](#)

<sup>14</sup> Holcim (2024): Just Transition at Holcim. [Link](#)



## RWE

RWE are planning to implement carbon capture technologies at four of their Combined Cycle Gas Turbine (CCGT) power stations across the UK: [Stallingborough](#), [Staythorpe](#), [Great Yarmouth](#), and [Pembroke](#). Together these projects would enable approximately 4.7 GW of secure, flexible, low carbon energy, and would capture 11 MtCO<sub>2</sub> per year<sup>15</sup>.

The Stallingborough and Staythorpe plants will connect to the [Viking CCS Cluster](#), whilst the Pembroke plant will connect to the [South Wales Industrial Cluster](#) which aims to reduce 40% of current Welsh CO<sub>2</sub> emissions by 2040<sup>16</sup>. RWE are also a member of the [HyNet Alliance](#).



## RWE launches innovative Carbon Capture and Storage education workbook in the UK

In February 2025, RWE launched its pioneering [CCS education workbook](#). This initiative is designed to inspire young people into the possibilities within Science, Technology, Engineering, and Mathematics (STEM) subjects and how they can directly support the skills required in a decarbonised energy system.



### School & College Engagement



RWE launches innovative Carbon Capture and Storage education workbook in the UK

*"The debut of the CCS workbook aimed to inspire and educate students"*

At the forefront of their educational outreach, RWE proudly engages with schools across the UK, starting with Secondary School, Louth Academy, Lincolnshire<sup>17</sup>. The debut of the CCS workbook aimed to inspire and educate students about power generation, the causes of CO<sub>2</sub> emissions, and methods to reduce their release into the atmosphere. The programme introduces students to the role of carbon capture and storage in industrial processes and how it supports combating climate change and transitioning to a low-carbon future.

<sup>15</sup> RWE (n.d.): RWE's Carbon Capture projects - Our decarbonisation journey. [Link](#)

<sup>16</sup> South Wales Industrial Cluster (2023): A plan for clean growth. [Link](#)

<sup>17</sup> RWE (2025): RWE launches innovative Carbon Capture and Storage education workbook in the UK. [Link](#)



## Siemens Energy

Siemens Energy are supporting the delivery of multiple CCUS projects in the UK.



**University Engagement**



**Apprenticeships**



**Fair Good Work**

### Apprenticeship and Graduate Programmes

Siemens Energy has invested strongly in apprenticeships, across all businesses. Many of these apprentices have progressed into leadership roles, showing the success of the pipeline.

Siemens Energy now have over 400 apprentices and recruited 140 more in September 2025, demonstrating their commitment to developing early-career talent.

The company are also proud members of the “5% Club,” achieving gold status for maintaining a high proportion of apprentices, and they aim for platinum status by sustaining this over three years.

Graduate programmes in finance and engineering remain a focus for Siemens Energy, though recent funding changes (end of level 7) mean these are now supported outside the apprenticeship levy.

An enrichment and evaluation programme is embedded within the initiative to ensure optimum outcomes in terms of qualifications, skills development, and long-term employment opportunities for scholarship recipients.



Siemens Energy



**Apprenticeships**



**Fair  
Good Work**



**Coalitions**

## Sector-Wide Collaboration

Siemens Energy have advocated for and are now engaged in sector-wide workforce planning, such as the electricity networks sector growth plan, aiming to recruit 100,000 employees over five years through coordinated industry action and government support.

Within the company there is also ongoing work to align apprenticeship standards across the UK, collaborating with agencies and providers in Scotland and England.



**Transitioning  
Workforces**

## Active Recruitment

Siemens Energy use a proactive approach, combining internal direct recruitment with dedicated recruiters assigned to specific business areas. This helps the company to target the right skills and specialisms, especially for mid-career roles.

As a result of significant investment in recruitment, Siemens Energy are achieving average recruitment times of 50-60 days. The company also support schemes targeting groups such as ex-military personnel – with strong experience in recruitment via these routes.

*"Siemens Energy are achieving average recruitment times of 50-60 days"*



Early-careers with Siemens Energy



## SSE Thermal

SSE Thermal are developing the [Peterhead Carbon Capture Power Station](#) | SSE Thermal in collaboration with [Equinor](#). The power station, fitted with carbon capture technology, will have a generating capacity up to 910 MW will be capable of capturing over 90% of the carbon dioxide emissions produced from the generation process.



## SSE Thermal Community Investment Programme

Launched in 2024, the SSE Thermal community investment programme, bringing together their commitment to stakeholders, including how they will support the next generation of engineers through STEM engagement, dedicated community liaison activity and supply chain growth support. Designed in collaboration with communities the programme also introduced a dedicated benefit fund of £/€25,000 per annum each across six operational assets in GB and Ireland. The programme has and has been welcomed by communities with the associated funds being used to help a huge variety of grass roots organisations across the UK and Ireland<sup>18</sup>.

As part of the first year of programme delivery, SSE Thermal worked with over 1000 young people through educational outreach and STEM work in locations around sites in England, Scotland and Ireland. The company have worked with pupils of all ages and those in harder to reach areas like SEN provision. From the youngest primary school children learning about SSE Thermal's technologies and how they safely operate power stations to engaging with those students ready to embark on their next steps through career guidance, the team have engaged at all levels of education to provide meaningful input to learning.

Engagement activity included teaching students about the whole energy system with students at Ramsgrange Community School in Wexford learning about SSE's Great Island Power Station and how it complements renewables, to provide the electricity needed to power their day to day lives. SSE Thermal also hosted a series of career ready workshops for students, discussing the energy transition in action and how their skills will prove valuable for the future.



School & College Engagement



University Engagement



Community Engagement

*"Last year, the SSE Thermal educational outreach and STEM work has reached over 1000 young people"*



Peterhead CCS Power Station



## Uniper

Uniper are currently in later stages of development for two carbon capture projects in [Connah's Quay Low Carbon Power](#) and [Killingholme Low Carbon Power](#).

Connah's Quay could capture up to 4.7 MtCO<sub>2</sub> per year for a 1.38GW power station<sup>19</sup>, and the project has been awarded a priority status on the project negotiation list for the [HyNet North West Cluster](#). Uniper are an active member of the [HyNet Alliance](#).



### School & College Engagement

## Uniper's collaboration with the FIRST LEGO League

Connah's Quay is making a difference in its community, donating LEGO sets and storage containers to kickstart STEM learning at a local primary school.

This collaboration ties in with Uniper's connection to the Institute of Engineering and Technology (IET) and their IET education initiative.

The FIRST LEGO league is a global initiative designed to excite young people about science, technology, engineering and maths (STEM) in a fun, hands-on way. It's active in Germany, the Netherlands, Sweden and the UK.

The Discover category, for children aged four to six, is the starting point of the programme. Using LEGO Duplo bricks, it combines play and learning to introduce children to STEM.



### School & College Engagement



### University Engagement

## Reopening of the Connah's Quay education centre

The Connah's Quay power station Education Centre reopened on Friday 14 November 2025 and is open to students from primary school to university age<sup>20</sup>.

Engineers and apprentices at the site, which is owned and operated by Uniper, will be hosting a range of tailored workshops to help inspire future engineers and scientists to pursue a career in STEM subjects.

On the relaunch event, 39 individuals aged eight to eleven each enjoyed two interactive workshops and a behind-the-scenes site tour.

<sup>19</sup> Uniper (n.d.): Connah's Quay Low Carbon Power. [Link](#)

<sup>20</sup> Uniper (2025): Calling future engineers! Students are invited to test their engineering skills at Uniper's Connah's Quay power station. [Link](#)



## VPI

VPI is actively developing the [Humber Zero](#) carbon capture retrofit project for power at the Immingham power station. Up to 3.3 MtCO<sub>2</sub> will be captured per year from the 1,240 MW combined heat and power (CHP) plant once fully operational<sup>21</sup>. The project will connect to the [Viking CCS Cluster](#).



### VPI Expands Local Workforce Through Record Apprenticeship and Graduate Intake

VPI recently announced its largest-ever intake of apprentices and graduates, creating long-term career opportunities for local young people in engineering, operations, and maintenance<sup>22</sup>.

VPI welcomed nine apprentices – including two third-year apprentices from neighbouring Prax Lindsey Oil Refinery – alongside seven graduates in engineering, operations, maintenance, and performance roles. This brings VPI's total entry-level intake to 34, representing over 10% of its workforce, with 18 based in Immingham.



University Engagement



Apprenticeships

*"VPI recently announced its largest-ever intake of apprentices and graduates"*



VPI apprenticeships



VPI graduates



at VPI Immingham

<sup>21</sup> VPI (n.d.): Immingham. [Link](#)

<sup>22</sup> Future Humber (2026): VPI welcomes record intake of apprentices and graduates to drive UK energy transition. [Link](#)



## Wood

Within the UK, [Wood](#) is providing integrated project management services for two carbon capture projects: the [Northern Endurance Partnership](#) and [Net Zero Teesside Power](#).



### Wood Energy Transition Academy

In response to growing demand for decarbonisation and CCUS-related projects, Wood has invested in upskilling its global workforce primarily through the establishment of the Wood Energy Transition Academy. The academy delivers targeted, short-form technical training led by subject matter specialists, primarily based in the UK.

The programme focuses on enabling engineers with experience in adjacent sectors, to apply existing skills to CCUS and hydrogen projects by addressing specific technical differences, including materials selection and CO<sub>2</sub> system modelling. Rather than full retraining, the emphasis is on knowledge transfer and skills adaptation.

This approach supports the deployment of small, highly specialised expert teams into larger project groups as needed, strengthening delivery capability for complex and novel energy transition projects while maintaining workforce flexibility.



**Transitioning Workforces**

*"Wood has invested in upskilling its global workforce primarily through the establishment of the Wood Energy Transition Academy"*





# About the CCSA

The CCSA is the lead trade association accelerating the commercial deployment of CCUS, with offices in the UK and Belgium.

We work with members, governments and other organisations to ensure Carbon Capture Utilisation and Storage (CCUS) is developed and deployed at the pace and scale necessary to meet net zero goals and deliver sustainable growth across regions and nations.

The CCSA represents more than 120 member companies engaged across the full carbon management value chain - including carbon capture and removal technologies, CO<sub>2</sub> transportation by pipeline and ship, utilisation, and geological and other permanent storage solutions. Our membership spans power generation, industrial production, waste management, fuels and hydrogen producers, as well as engineering, construction, supply chain specialists, and legal and financial advisers.

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The views and recommendations in this position paper report are those of the CCSA and are not expressly the views of the contributors to the work.

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