



INDUSTRY SECTOR

# Utilities

## Overview

Scotland's utilities sector is the backbone of the nation, delivering essential services that power homes, fuel industries and safeguard the environment. This comprehensive guide sheds light on the dynamic landscape of Scotland's utilities, offering insights into the different areas within utilities, the current job market and how veterans transferable skills are valued within this sector.

### What's the job market like?

To meet the government's target of achieving net zero carbon emissions by 2050, the energy industry is leading the way by investing in low carbon energy solutions. With 40% of electricity now coming from renewable sources, this is a step in the right direction - although our overreliance on gas, the largest contributor to the UK's energy mix, has been shown up by the recent energy crisis.

UK organisations in all sectors are having to consider their impact on society and the environment, with environmental, social and governance (ESG) now playing a greater role in an overall business strategy.

PwC's 26th Annual CEO Survey (2023) revealed how just over half (55%) of UK CEOs are investing in the tech skills and understanding of their ESG teams, with under half (43%) investing in technologies aligned to their ESG policies. They also found that just under a third (31%) have implemented measurable data-driven strategies to cut down on emissions.

With many small and medium-sized enterprises (SMEs) also favouring sustainable and renewable energy while investing in smart lighting, energy consumption monitoring and electric vehicle (EV) charging (to reduce fuel costs), energy suppliers are having to address these specialist demands and take on workers with the necessary skills.

This means that there will likely be greater demand for energy consultants and those with knowledge of renewable energy solutions.

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## Areas within the utility sector



### Water

Scottish Water takes on the monumental responsibility of ensuring clean and safe water supply to over 2.5 million households and businesses while managing the responsible disposal of wastewater. This sector, governed by the Water Industry Commission for Scotland (WICS), is dedicated to upholding high-quality water standards, fostering environmental sustainability, and investing in cutting-edge technologies to meet the ever-growing demands of a modern society. As Scotland continues to prioritize environmental consciousness and resilient infrastructure, the water and sewage utility sector plays an indispensable role in safeguarding public health, supporting economic growth and preserving the natural landscape.



### Electric

Spearheaded by prominent players like Scottish Power and SSE, Scotland's electricity providers generate and distribute power to homes, businesses and industries. As the transition to cleaner and more sustainable energy sources accelerates, Scotland's electricity sector is at the forefront, driving innovation, creating jobs, and shaping a future powered by environmentally responsible practices. With a strong regulatory framework overseen by Ofgem, Scotland's electricity utility sector ensures reliable energy access while championing the green energy revolution.



### Oil and Gas

Scotland's oil and gas utility sector has long been a cornerstone of its economy, contributing significantly to its energy landscape. Anchored in the North Sea, Scotland has historically been a major player in the extraction and production of hydrocarbons, providing energy not only to its own citizens but also to the broader UK. This sector has fostered innovation in offshore drilling and exploration technologies, making it a global leader in the field. However, as the world shifts towards renewable energy sources and faces the challenges of reducing carbon emissions, Scotland's oil and gas sector is at a crossroads. There's a growing emphasis on transitioning towards a more sustainable and diversified energy mix, with efforts to repurpose the sector's expertise and infrastructure for cleaner energy solutions, such as carbon capture and storage. As Scotland navigates this transition, the oil and gas utility sector remains a critical part of its energy heritage while evolving to meet the demands of a greener future.

## Scottish Military Employers



## Military Transferable Skills and Attributes

Veterans bring a wide array of skills and attributes to the utility sector, including leadership, technical expertise, adaptability, and a strong commitment to safety and discipline. Their experience can make them valuable assets in various roles within the industry, from operations and maintenance to management and customer service.

- Flexibility
- Problem solving
- Analytical skills
- Communication
- Leadership
- Teamwork
- Project Management
- Safety Awareness
- Attention to Detail
- Crisis Management

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