



French Gas Association

Commitment to developing employment and skills in the gas, heat and related energy solutions sector

Gas social dialog – 21 March 2022

SUMMARY

1. Context and functioning of the stakeholders
2. The issues
3. Operational progress of the various components
4. Closing and planning



The French gas industry and energy services

200 000 to 230 000 jobs

Transportation <ul style="list-style-type: none"> • Natural gas Transportation • Storage and Methane Terminals • Transportation of butane and propane 	Engineering and Services- Land Mobility <ul style="list-style-type: none"> • NGV, LPG Infrastructures • NGV, LPG Vehicles 	Transportation 7,000-8,000	Engineering and Services- Land Mobility Sector in development, 2,000 FTEs estimated
Distribution <ul style="list-style-type: none"> • Natural gas distribution • LPG distribution 	Engineering and Services-Maritime Mobility <ul style="list-style-type: none"> • Maritimes and Fluvial Infrastructures • Naval Engineering and Building 	Distribution 14,000-15,000	Engineering and Services-Maritime Mobility No estimations
Marketing and Sales <ul style="list-style-type: none"> • Supply of gas and new distribution markets • Marketing and Distribution of LPG • Digital Services for gas system 	Engineering and Services-Renewable Gases <ul style="list-style-type: none"> • Production of Renewable Gases • Production of Hydrogen 	Marketing and Sales 8,000-16,000	Engineering and Services-Renewable Gases Sector in Development, 2,000 FTEs for 2 TWh produced
Facilities and Services <ul style="list-style-type: none"> • Manufacturing of compressors, gate stations, tanks etc. • Creation of factories and accessories • Heating units • Maintenance, control and audit 	Engineering and Upstream Services <ul style="list-style-type: none"> • Exploration & Production, LPG refining, pre-Exploitation Research 	Equipment and Client Services 38,000-45,000	Engineering and Services Upstream Strong doubts on the estimates, between 3.000 and 15.000 FTEs
		Diversified Facilities and Services <ul style="list-style-type: none"> • Metallurgy, Plastics Processing, Industrial Plumbing, Tanks, Control and measure tools... 	Diversified Facilities and Services Strong doubts on the estimates, order of magnitude of 10,000

Gas figures only



The energy transition implies strong transformations for the french gas industry

	Potentiel	Realistic production trajectory		
		2030	2040	2050
Biométhane	190 TWh	49 TWh	100 TWh	135 TWh
Pyrogasification	180 TWh	6 TWh	30 TWh	90 TWh
Hydrothermal gasification	100 TWh	2 TWh	25 TWh	50 TWh
Methanation	120 TWh	3 TWh	30 TWh	60 TWh
Total	>> 335 TWh	60 TWh	185 TWh	335 TWh

In addition to these figures, there are various options that allow for flexibility.

- ▶ Carbon capture and storage solutions
- ▶ A bio-propane potential exists estimated at 4 TWh in 2030 and 10 TWh in 2050
- ▶ France could also be a hub for e-methane in transit or imported if the economic conditions are favorable: volumes estimated to be significant from 2040 to 2050, of which more than 70% transit
- ▶ Finally, renewable and low-carbon hydrogen will be present

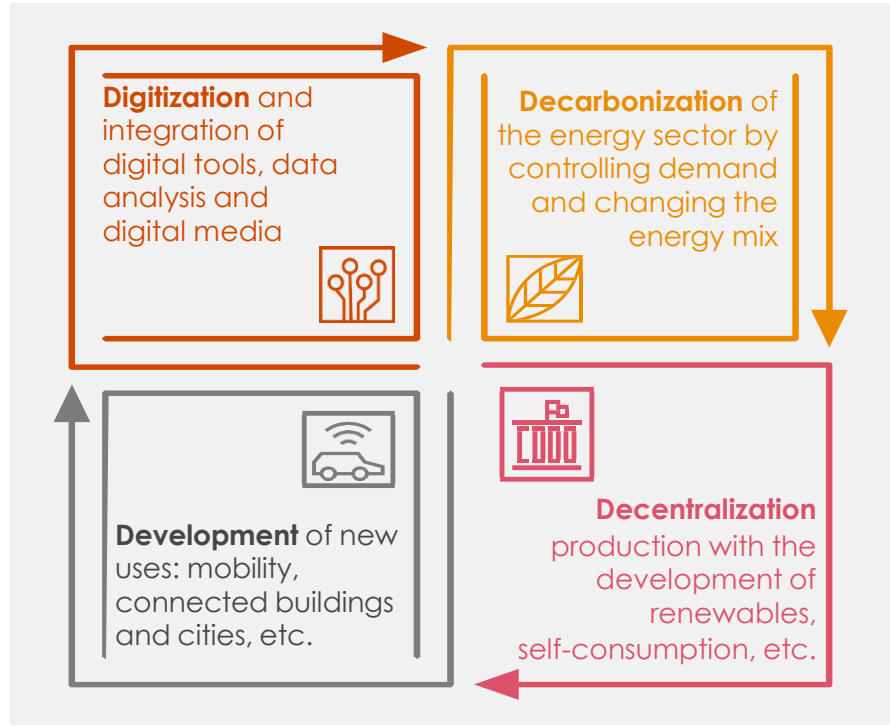


Context and operation of stakeholders

- ▶ **Regulations in buildings**
- ▶ **New Gas Uses**
- ▶ **Digitalization, Decarbonization, Decentralization**
- ▶ At the crossroads of the implementation of the energy transition and in the era of digital transformation, the question of jobs and skills is crucial to support the sector in its transformations and contribute to the ecological transition.

Structuring elements
Budget: €1,525,000
Duration: 2 years (Sept. 2021/ Sept. 2023)

- ▶ What approach with stakeholders?
- ▶ Collective and joint, based on numerous and varied exchanges with the actors of the sector
- ▶ Iterative, punctuated by the regular sharing of analyzes with all stakeholders and key players
- ▶ Complementary, combining proven quantitative methods and common qualitative analyzes



Steering and governance

- ▶ Organization of Steering Committees twice a year with the signatories of the Framework Agreement
- ▶ Organization of Technical Committees once or twice a month



Stakeholders: Who are they?

A collective mobilization of the sector including the actors of Gas, heat and associated energy solutions to anticipate the challenges of jobs and skills



State

Ministry of Labour,
Employment and Integration



OPCO 2I

Two professional branches represented by employers' and employees' unions:

Electrical and gas industries branch Employee unions: Federation CFE-CGC Energie, Federation Chemistry Energy CFDT, Federation FO Energy and Mines. The Federation of Energy and Environmental Services Employee unions: CFDT National Federation of Construction and Wood Employees, National Union of Heating and Housing SNCH, FO Construction, General Federation UNSA Industry and Construction.

Employers' unions: France Hydrogène, France Biomethane, Federation of Energy and Environment Services (including SYNASAV), French Building Federation/Union of Climate Engineering, Roofing and Plumbing Trades, French Gas Association, France Gaz Liquide.



FÉDÉRATION
DES SERVICES ÉNERGIE
ENVIRONNEMENT



How: A territorial and operational approach

▶ 3 objectives:



Part A

Understand the existing situation, analyze trends & define prospects via a qualitative and quantitative study of the sector and map all the jobs and training in the sector on the territory



Part B

Unite the entire sector to better support territories in their energy transition through the creation of a digital portal allowing territorial visualization of all jobs, actors, and training systems. It will be supported by a regional physical animation of the sector.



Part C

Pilot and territorial actions to train today and prepare for tomorrow, create attractiveness, professions and recruit through the creation of systems: job and skills gateways, training for new professions, a community of technicians.



Issues: Why?

▶ Commit to Jobs and Skills Development



Involve all the actors in a sector logic at the national and territorial level.



Assess the impacts in terms of jobs and skills of the energy transition and the costs associated with these transformations.



Make the sector visible as such, in all its components (natural gas, H₂, biomethane, uses, etc.) to public authorities in the broad sense as well as to the general public.



Parallel projects to launch a dynamic from September 2021 to September 2023

Planning

Actions	2021				2022				2023			
	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
A-1			█									
A-2					█							
B-1				█								
B-2						█						
C-1					█							
C-2				█								
C-3				█								
C-4					█							



Part A: Understand the existing situation, analyze trends & define forecasts

Title of the action

A -1 and 2: Develops a quantitative diagnosis of jobs by 2030 as well as a qualitative diagnosis in terms of the evolution of professions and skills for the sector

Achievements and/or expected deliverables

- Quantitative diagnosis of existing jobs, direct and indirect, in the Gas sector on national territory
- Quantitative simulation of jobs by 2030 taking into account the requirements of the PPE (2018-2023)
- Territorial mapping of professions (existing, new, in tension, in decline)
- Analysis of the coverage of skills needs through the study of existing training
- Realization of a summary for SMEs and ETIs to make them aware of the trades and skills required

Objectives

- The objective of the quantitative diagnosis of jobs and skills is to allow a territorial vision of both the existing and the horizon of 2030.
- The qualitative analysis aims to provide an overview of new professions likely to evolve and professions in decline by 2030 as well as new skills needs. It will also allow the identification of business gateways to secure career paths.

Beneficiaries

Direct:

- All companies in the sector (SME/TPE)
- The sector as a whole
- Indirect: collaborators, work-study trainees, job seekers

Estimated budget

200 k€

Completion period

Oct. 2021 – Sept. 2022

Action pilot

AFG/OPCO21/
Professional Branches



Part B: Unite the entire sector to better support the territories in their energy transition

Title of the action

B – 1: Forecast management portal for employment and observation skills of professions, employment and training in the sector

Achievements and/or expected deliverables

Thanks to the data collected in part A, the objective is to create a GPEC Portal for observing trades, employment and training in the sector according to two main functionalities.

A first mapping to present the indicators of the social footprint of the entire sector at the territorial level on 3 social indicators (jobs, training, work-study).

This will be supplemented by an integrative digital platform to promote the attractiveness of professions in the sector and present the potential for recruitment and training towards employees (or in retraining), job seekers and employers. This platform will operate at the territorial level and will also make available digital educational resources.

Objectives

Forecast management portal for employment, jobs and training in the sector according to two main entries:

- 1/ A common functionality for observing the sector and its jobs quickly accessible and up to date.
- 2/ The presentation of skills and training systems, actors, as well as proposals for training courses generating information accessible to the target audiences (companies, employees, job seekers, or in retraining)

Beneficiaries

**Direct: All companies in the sector (SME / TPE)
Employees, work-study trainees, job seekers,
Employment and training ecosystem**

Estimated budget

450 k€

Completion period

Janv 2022 – Sept 2023

Action pilot

AFG/OPCO2I/
Professional Branches



Section B: Federating the entire sector to better support territories in their energy transition: 2 actions to federate

Title of the action

B – 2: Animate and participate in the attractiveness of the sector by disseminating the work carried out highlighting the dynamics of territories

Achievements and/or expected deliverables

The objective is to federate and animate the community of actors within the scope of the EDEC as close as possible to the territories around common issues with the aim of providing collective solutions to the challenges of the partners through physical or virtual actions.

The challenge is to promote the sector with global communication by offering a modern and innovative image.

The AFG, through its territorial network, will be in charge of local animation and updating members of the entire sector.

Objectives

- Know and animate the network of partners and its expectations, identify the actors of a territory, get in touch and create a relationship of trust
- Communication plan with definition of objectives, & common projects
- Produce and publish content, by collecting social data from the sector related to jobs, skills and training (part A)

Beneficiaries

Direct:

Employees in retraining, job seekers, work-study programs, Employment and training ecosystem

Indirect: All companies in the sector including SMEs/VSEs

Estimated budget

250 k€

Completion period

Oct. 2021 – Sept 2023

Action pilot

AFG/OPCO2I/
Professional Branches



Part C: Training today to prepare tomorrow: Focus on 4 actions of part C The gas route

Title of the action

C – 2: Create a pilot "The gas route" to build your professional project by discovering the jobs in the gas sector

Achievements and/or expected deliverables

- Design an innovative training system with a view to attracting people, particularly those without qualifications, to jobs in the gas sector. It aims to develop skills that will meet the human resource needs of companies and thus contribute to the ecological and energy transition in the Auvergne-Rhône-Alpes region.
- Design a support and implementation kit allowing deployment in other regions.

Objectives

Training engineering * (Module sheets, Procedures and Schedules, Evaluation grids, Visits and Immersions sheets, etc.)

Kit* for support and implementation of the training system for duplication

* excluding trainee and trainer materials

Beneficiaries

Direct:

- Job seekers and people in professional retraining project: infraBAC
- Companies and recruiters

Indirects: The Gas Industry as a Whole

Estimated budget

85 k€

Completion period

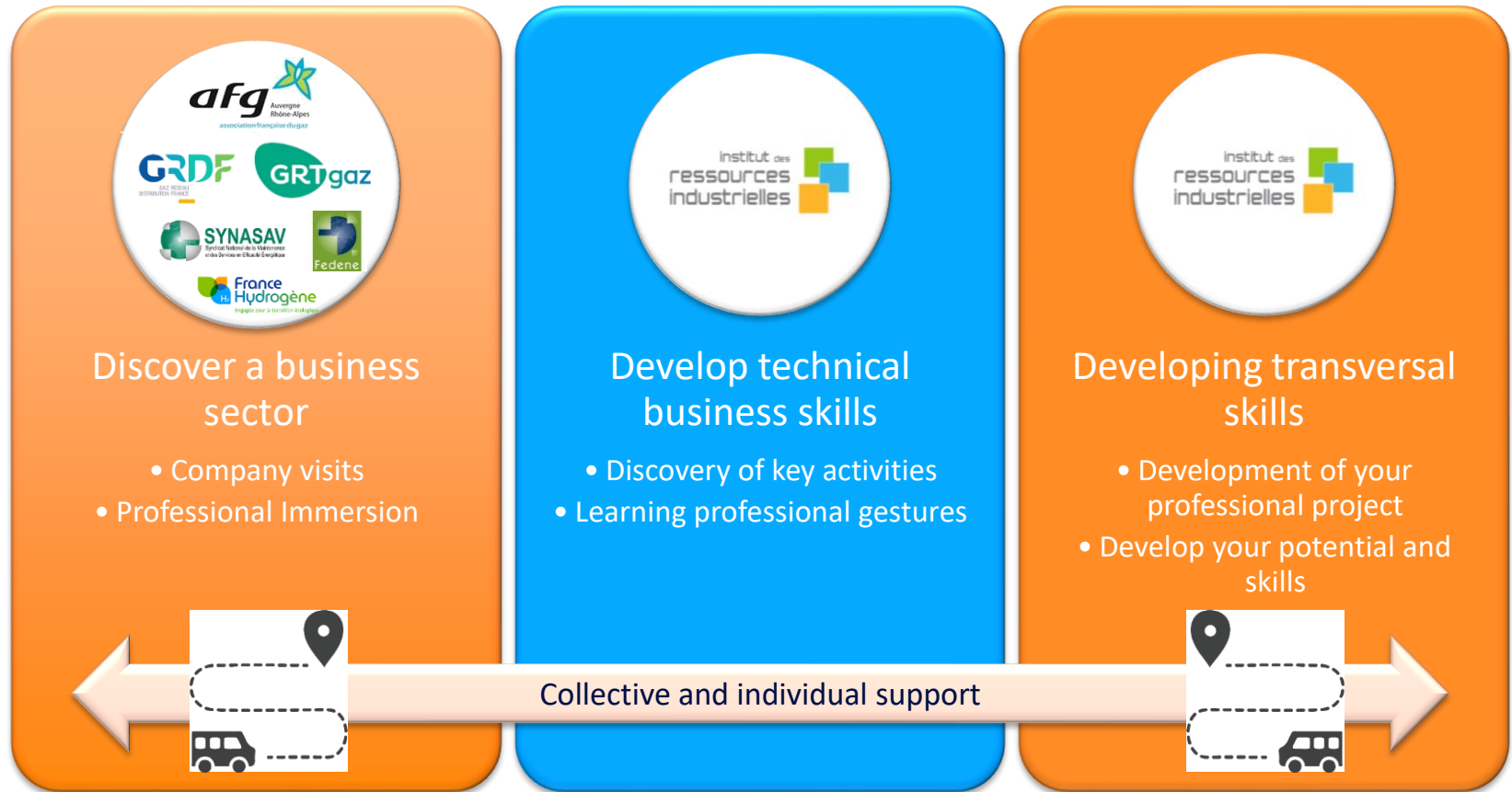
Sept. 2021 – Juin 2022

Action pilot

AFG/OPCO21/
Professional Branches



The gas road - The course offered



The course offered to trainees is based on 3 axes



The gas road

