

D Appendix: Stakeholder Interview Questions

1. Overview of the EnergyREV research project

- Aims, process, check reading of info sheet
- Any questions before we start
- OK to record and transcribe?

2. Interview Questions: Organisation and Role

1. A brief overview of the organisation (e.g. business area, types of project, number of employees, years of work)
2. A brief overview of the expert:
 - What is your role within the organisation?
 - How many years have you been part of it?

3. Interview Questions: Project and Skills

1. Thinking of a few projects you have worked on:
 - (a) How many projects have you carried out in this area,(i.e., projects that might fit into the description of a smart local energy system)?
 - (b) Could you give a few recent examples (names, type, brief description)?
 - (c) Who are the stakeholders (and skills / professions) involved in these projects at their different stages (e.g. financial, technical, technology, legal, planning expertise, business advice, practical supply chain)?
 - (d) What do they each do for your projects?
 - (e) How do you find these skills, and are they within your organisation?
 - (f) Do you Recruit? If so, from where?
 - (g) Do you sub-contract, or do you have a partnership? If so, with who?
 - (h) If not, do you train up your existing workforce?
2. Thinking about the projects, can you reflect on which skills your company needs the most at different project stages? Stages:
 - Project Planning/ Route to market
 - Legal and regulatory compliance
 - Finance
 - Installation & Development and delivery
 - Operation & maintenance
3. What sort of qualifications and skills have you recruited recently?

4. What are the common issues or trends that arise within projects – e.g., what are the barriers and facilitators to doing this sort of work (e.g., regs, planning, clients, ...)?
5. Do you have any issues finding the right skills, knowledge or expertise? Are there common issues or trends that arise with respect to skills?

4. Training provision questions

1. What training provision is currently missing in preparing the workforce for future energy systems?
2. Short courses, university-level degrees, school-teaching?
3. To members of the public or to workforce or to policymakers/users?
4. What sort of training do you think is needed most?

5. Looking ahead

1. As the transition to SLES scales up, what skills are we likely to need more of?
2. Are there any skills that are in less demand or are no longer needed?
3. What factors do you think could help to improve the state of the energy (efficiency) sector in the future?
4. If there is a big pot of money to help facilitate faster change in reaching zero carbon: where would you invest it?

THANK YOU!