



UHI | Offshore Wind Skills Hub | Ionad Sgilean Gaoithe Mara

Flexible Employer Fund Incentive

Employer Guidance

About the Fund

The Flexible Employer Fund provides financial support which employers can access to upskill and reskill their workforce in response to emerging opportunities in offshore wind and energy transition sectors.

Whether you are an employer looking to develop your workforce, an individual seeking a new career, or a transition worker looking to move into offshore wind and renewable energy, the Flexible Employer Fund can help reduce barriers and create pathways into high-value opportunities across the Highlands and Islands.

Funding Available

The Flexible Employer Fund has £250,000 available to support at least 250 employees in the region to access UHI training courses that will support them in developing the skills needed to benefit the offshore wind industry

- Supports 50% of eligible training costs
- Average award value of around £1,000 per participant

Who Can Apply?

Applications are welcome from employers from across the region who are operating in sectors relating to offshore wind, such as engineering, maritime, fabrication, construction, energy, and related supply chain sectors. Eligibility will be determined

through a skills based approach – ie whether the training required supports the development of skills relevant to priority offshore wind and adjacent enabling occupations, rather than whether an employer operates directly within the offshore wind sector.

Applications will need to demonstrate how your business is linked to the offshore wind sector – perhaps through a listing in the Scottish Offshore Wind Supply Chain Directory, or another demonstration of a clear contribution to offshore wind projects, infrastructure, operations, maintenance, or associated supply chain activity.

Eligible Support

The fund can contribute toward the costs of any UHI training course at any level, which supports the pipeline of workers needed in priority offshore wind and adjacent enabling occupations:

- Engineering and electrical training
- Fabrication and welding
- Construction and civil engineering
- Maritime and offshore operations
- Renewable energy and hydrogen training
- Offshore wind safety and technical qualifications
- Other industry-relevant short-duration training aligned to employer demand

How to Apply

Complete the Flexible Employer Fund Application Form and submit it to:

skillshub@uhi.ac.uk

Applications can be submitted at any time, subject to funding availability.

Applicants are encouraged to discuss potential applications with the Offshore Wind Skills Hub team before applying.

How Applications Will Be Assessed

The process is intended to be as flexible as possible. Applications are checked for eligibility before being considered by an Assessment Panel made up of UHI staff associated with the Offshore Wind Skills Hub. The Panel normally meets monthly.

When making funding decisions, the Panel will consider:

- The fit with Offshore Wind Skills Hub objectives

- The contribution to priority skills needs
- A balanced distribution of funding across employers, sectors and the region
- Available funding

Meeting the eligibility criteria does not guarantee funding.

Applicants will normally be notified of the outcome within 10 working days of the relevant Panel meeting.

Awards Process

Successful applicants will receive an offer letter explaining the next steps. The fund will directly pay 50% of the costs of the approved training course to the relevant Academic Partner and the employer will be invoiced for the remaining 50%.

Reporting

Employers will report to the panel on progress after they receive the award and after the employee / employees has / have completed their training. The OWS Hub Project Manager will briefly review and audit project reports.

Terms and Conditions

- Applications must be submitted using the official Application Form.
- Funding is limited and awards are made at the discretion of the Assessment Panel.
- Successful applicants must provide evidence requested as part of the claim process.
- The employer must agree to provide UHI with information required for monitoring and evaluation
- UHI reserves the right to withhold or recover funding where incorrect information has been provided or funding conditions have not been met.
- UHI reserves the right to amend or withdraw the scheme at any time.

Subsidy Control

Any financial incentive will be awarded as a Minimum Financial Assistance (MFA) subsidy under the Subsidy Control Act (2022). Applicants are responsible for ensuring that they are eligible to receive funding under the UK subsidy control regime. By submitting an application, applicants confirm that they have considered their subsidy control position and that acceptance of an award will not result in a breach of any applicable subsidy control requirements. Information on the MFA is available on the Scottish Government website available at: Minimal financial assistance - Subsidy control: guidance - gov.scot

Data Protection

Information provided through the application and claim process will be used to administer, monitor and evaluate the programme.

Further information is available in the UHI Privacy Notice.

Please complete the following application form

If you have any questions or queries, or need help with the form, please contact us

Contact Us

Further information: skillshub@uhi.ac.uk

Website: Offshore Wind Skills – UHI

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Flexible Employer Fund

Application Form

Name:

Job Title:

Company:

Address:

Email Address:

About the training:

Proposed training / course:

Location:

Dates:

How many attendees:

Cost per attendee:

1. Please tell us about your company's links with the offshore wind sector

2. Please tell us a little about the employees, their roles and how will this training will help them gain skills related to priority offshore wind and adjacent enabling occupations.

3. Would you be able to take part in this programme, with this number of employees and at this time without the support of the Flexible Employer Fund?

   Yes No

   Please explain breifly

4. Do the employees included in this application fall into any of the following categories? (Please tick all that apply):

   An under-represented group (In this context, under-represented groups means: women, rural and island learners, SIMD Q1–2 learners, disabled learners, low-income learners, ethnic minorities, care-experienced individuals)

   Transition Workers

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Applicants confirm that all information provided in support of their application is complete and accurate.

Signed: _____

Name: _____

Date: _____

Please return the completed form to skillshub@uhi.ac.uk